

Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

NATIONAL LABOUR LEGISLATION.

BRITISH COLONIES. Victoria: Factories and Shops Acts Amendment Act, 1914.

FRANCE: Decree relating to dangerous work prohibited to children and women.

WAR EMERGENCY LEGISLATION.



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Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

National Labour Legislation

1. LAWS AND ORDERS

I. British Colonies

VICTORIA.

1. An Act to further amend the Friendly Societies Act, 1907 (No. 2317). 4th September, 1911.
2. An Act relating to the pension and compensation rights of certain officers and employees in the Railway Service and the reinstatement of certain persons in the Railway Service and for other purposes (No. 2329). 20th October, 1911.
3. An Act to insure the better provision of hut accommodation for shearers and others. (No. 2341). 24th October, 1911.
4. An Act to further amend the Public Service Acts and for other purposes (No. 2383). 2nd December, 1912.
5. An Act to consolidate the law relating to the supervision and regulation of factories and shops (No. 2386). 7th December, 1912.*
6. An Act to amend the Boilers Inspection Act, 1906 (No. 2436). 31st December, 1912.
7. An Act to amend the Factories and Shops Act, 1912 (No. 2447). 31st December, 1912.
 - i. This Act may be cited as the Factories and Shops Act, 1912 (No. 2), and shall be read and construed as one with the Factories and Shops Act, 1912 (hereinafter called the Principal Act), which Act and this Act may be cited together as the Factories and Shops Act.

* See footnote on page 87.

Special Boards.

2. (1) In addition to the powers it already possesses, the Special Board heretofore appointed and called the Hotel Employees' Board is hereby given power to either

(a) fix prices and rates to be paid to employees without taking into consideration either board or lodging; or

(b) fix prices and rates to be paid to employees varying according to whether full or partial board or lodging is received by the employee.

(2) When the Board makes a Determination having exercised either of these powers, it shall be an offence for any employer to accept any payment from any employee under the jurisdiction of the said Board for either board or lodging.

3. For §166 of the Principal Act there shall be substituted the following Section :

" 166. No Determination of a Special Board shall prevent the sons or daughters of any employer being employed by him in any capacity, whether he has or has not the full number of apprentices and improvers, and he shall not be bound to pay his sons and daughters the rates fixed by any Determination."

Apprentices and Improvers.

4. §185 of the Principal Act is hereby repealed.

Holidays.

5. With regard to any process, trade, business or occupation for which there is no yearly holiday fixed in the Factories and Shops Acts, the following provisions shall have effect :—

(1) Where a petition is presented to the Governor in Council praying that any particular day in each year shall be a holiday in any such process, trade, business, or occupation, either throughout Victoria or in any part thereof, and the Chief Inspector certifies that the petition is signed by a majority of the employers and a majority of the employees to be affected, the Governor in Council may—

(a) grant the prayer of the petition according to the terms thereof or with such alterations or modifications as he thinks fit; and make regulations fixing a holiday in each year accordingly; or

(b) refuse to grant the prayer of the petition.

(2) Every employer affected by any such regulation shall give to every employee working for him in connection with such process, trade, business or occupation a whole holiday in each year on the date so fixed.

6. Notwithstanding anything in the Factories and Shops Acts, the Governor in Council, upon receiving a petition, signed and certified as required for petitions praying for the fixing by regulations of a holiday in each year for any process, trade, business or occupation, may make regulations substituting a day to be a holiday in each year for any process, trade, business or occupation in lieu of the day fixed for that purpose in the Factories and Shops Act.

8. An Act to enable Municipal Councils to provide workers' dwellings and for other purposes (No. 2479). 3rd February, 1914.

9. An Act to further amend the Mines Act and for other purposes (No. 2489). 17th February, 1914.

31. For §130 of the Mines Act, 1897, there shall be substituted the following Section :

" 130. (1) Boys shall not be employed underground in any mine.

(2) Boys under the age of 14 years shall not be employed about any mine and females shall not be employed in, on or about any mine.

(3) No boy under the age of 18 years shall be employed in caging or uncaging trucks or skips on cages or as a lander or bracedmen.

(4) If it appears that a boy was employed on the representation of his parent or guardian that he was of the age at which his employment would not be in contravention of the Mines Acts, and under the belief in good faith that he was of that age, the owner and manager of the mine shall be exempted from any penalty, and the parent or guardian (as the case may be) shall for the misrepresentation be deemed guilty of an offence against the Mines Acts."

32. The owner or manager of every mine shall keep in the office at the mine a register, and shall cause to be entered in that register, in such form as the regulations prescribe or sanction, the name, age, residence and date of first employment of all boys employed above ground in connection with the mine; and shall, on request, produce the register to any inspector of mines, who shall note therein the result of his examination of such register and the date thereof.

33. (1) If any person contravenes or fails to comply with, or permits any person to contravene or fail to comply with, any provision of the Mines Acts with respect to the employment of boys, or to the register of boys, or the production of the register as aforesaid, he shall be guilty of an offence against Division 1 of Part III. of the Mines Act, 1897.

(2) In the event of any such contravention or non-compliance by any person whomsoever the owner and manager of the mine shall each be guilty of an offence against the said Division, unless he proves that he had taken all reasonable means by publishing and to the best of his power enforcing the provisions of the Mines Acts to prevent the contravention or non-compliance.

10. An Act to provide for compensation to workers for injuries occurring in the course of their employment (No. 2496). 20th February, 1914.

11. An Act to further amend the Factories and Shops Act, 1912 (No. 2558). 2nd November, 1914.*

* The Act published here is an amendment of the Factories and Shops Act, 1912, No. 2386 (for Title see No. 5 above). For lack of space it was impossible to print that extensive consolidating Act. The following synopsis will enable readers of the BULLETIN to trace the amended Sections in earlier numbers of the BULLETIN. Table A shows from which Sections of earlier Acts the several Sections of the Consolidating Act (referred to as the Principal Act) originate; Table B gives the reference numbers of these earlier Acts together with the volume and page of the BULLETIN where they are to be found.

For instance: 2 = 2 (1975) in Table A means that §2 of the Principal Act corresponds to §2 of the Act No. 1975, which is shown in Table B to have been printed in the E.B. II., p. 38.

Table A.—2 = 2 (1975); 6 = 6 (1975), 4 (2008); 10 = 9 (1975), 12 (2305); 12 = 24 (1975); 15 = 12 (1975); 24 = 26 (1975), 5 (2008); 26 = 7 (2008); 37 = 40 (1975), 8 (2008); 38 = 42 (1975), 9 and 10 (2008); 55 = 52 (1975); 56 = 19 (2395); 59 = 58 (1975), 23 (2305); 60 = 59 (1975); 61 = 60 (1975); 62 = 35 (2137); 63 = 61 (1975); 64 = 62 (1975); 68 = 66 (1975); 79 = 25 (2008); 80 = 26 (2008); 81 = 22 (2008), 27 (2137), 22 (2241), 28 (2305); 82 = 22, 24 (2008), 27 (2137); 83 = 23, 24 (2008), 22 (2241); 84 = 26 (2137); 85 = 6 (2177), 27 (2241), 33 (2305); 86 = 26 (2008); 87 = 24 (2008); 96 = 127 (1975); 98 = 128 (1975), 20 (2008), 13 and 20 (2241); 99 = 129 (1975); 100 = 130 (1975); 101 = 131 (1975); 102 = 132 (1975), 14 and 15 (2241); 111 = 34 (2008); 112 = 7 (2184); 113 = 35 (2241); 114 = 146 (1975), 29 (2008), 22 and 23 (2137), 18 and 37 (2241), 47 and 48 (2305); 118 = 145 (1975), 28 (2008), 21 (2137); 119 = 20 (2137), 37 (2241), 45 (2305); 120 = 128 (1975); 121 = 20 (2137), 37 (2241), 45 (2305); 125 = 37 (2137); 127 = 40 (2137), 38 and 39 (2305); 130 = 42 (2305); 135 = 16 (2008), 2 (2305); 136 = 76 (1975), 9 (2137), 7 (2305); 137 = 77 (1975), 10 (2137), 2 and 8 (2305); 141 = 87, 90 (1975), 9, 10, 31 (2241), 5 (2305); 157 = 38 (2241); 170 = 113 (1975); 174 = 120 (1975), 14 (2137); 177 = 124 (1975); 178 = 125 (1975); 181 = 33 (2137); 190 =

1. (1) This Act may be cited as the Factories and Shops Acts Amendment Act, 1914, and shall be read and construed as one with the Factories and Shops Act, 1912 (hereinafter called the Principal Act) and the Act amending the same which Acts and this Act may be cited together as the Factories and Shops Act.
- (2) This Act shall come into operation on 1st January, 1915.

Application of Factories and Shops Acts.

2. (1) For §6 of the Principal Act there shall be substituted the following section :—

“ 6. (1) Except where otherwise expressly provided the provisions of the Factories and Shops Acts shall apply to factories and shops wherever situate in Victoria.

(2) The provisions of §127 of this Act as amended by the Factories and Shops Acts Amendment Act, 1914, shall apply to all cities and towns and may from time to time be extended by the Governor in Council to any borough or to any part or parts of a shire within ten miles of any such city, town, or borough.

(3) Where any city, town, borough, or shire is bounded whether in whole or in part by any lake or by the sea-shore all provisions of the Factories and Shops Acts and determinations of Special Boards which are in operation in such city, town, borough, or shire shall within a distance of three miles from such boundary be operative also in all parts of such lake or the sea.”

(2) In §2 and in the heading to Division 2 of Part V. of the Principal Act the words “ Shops in all cities, towns and boroughs and in all shires and parts of shires to which the shops provisions of this Act have been extended ” are hereby repealed.

Saturday Half-holiday, etc.

3. (1) All shops in Victoria (except shops for the sale of fresh uncooked meat, hairdressers' shops and shops of the classes or kinds mentioned in the Fourth Schedule to the Principal Act as amended by this Act) shall in every week be closed from the hour of 10 o'clock on Friday evenings and from the hour of 1 o'clock on Saturday afternoons.

Provided that the Governor in Council may, if he thinks fit, from time to time and at any time make regulations—

(a) For exempting from the provisions of this section and fixing the hours of closing during the whole of each year or during any part of each year in any municipal district or specified locality outside the Metropolitan District all shops or all shops of any class or kind ;

(b) For substituting in any such municipal district an earlier hour of closing than the said hour of 10 o'clock on Friday evenings.

(2) No such regulations shall be made unless a petition therefor has previously been addressed to the Governor in Council and forwarded to the Minister.

(3) Such petition shall be signed by a majority of all the shopkeepers (exclusive of hawkers and pedlars) keeping shops within the municipal district or specified locality to be affected of the classes or class of shops to be affected.

(4) It shall be the duty of the municipal clerk of each municipal district to which any petition relates, on such petition being referred to him by the Minister, to certify how many of the persons signing such petition are shopkeepers keeping shops within such municipal district or specified locality of the classes or class of shops to be affected by the regulations desired by such

51 (2305); 203 = 36 (2008), 35 (2305); 204 = 141 (1975), 37 (2305); 208 = 47 (2137), 36 (2305); 219 = 152 (1975); 220 = 153 (1975), 31 (2008); 222 = 162 (1975), 19 (2241), 225 = 114 (1975); 226 = 119 (1975), 11, 39 (2241), 4 (2291), 53 (2305); 227 = 39 (2137), 231 = 155 (1975); 242 = 150 (1975), 24 (2137).
Table B.—1975, E.B. II., p. 38; 2008, E.B. II., p. 38; 2137, E.B. IV., p. 104, 2177, E.B. VII., p. 392; 2184, E.B. IV., p. 268; 2241, E.B. VII., p. 148; 2291, E.B. VII., p. 154; 2305, E.B. VII., p. 156.

petition, and also to state and certify the total number of shopkeepers keeping such classes or class of shops within such municipal district or specified locality.

4. The Principal Act is hereby amended as follows :—

(a) In §79 the words “ and to cooked meat (other than tinned meat) shops ” are hereby repealed.

(b) In §80 the words “ or cooked meat shops ” are hereby repealed.

(c) In §81—

In sub-section (1) of the said section for the words beginning with “ On Monday and Tuesday ” and ending with “ on the preceding Wednesday was 1 o'clock ” there shall be substituted the words—

“ On Monday, Tuesday, Wednesday and Thursday, from the hour of 5 o'clock.

On Friday from the hour of 8 o'clock.

On Saturday from the hour of 1 o'clock.”

Sub-section (2) of the said section is hereby repealed.

(d) In §82—

In sub-section (1) of the said section for the words beginning with “ On Monday and Tuesday ” and ending with “ from the hour of 10 o'clock if the closing time on the preceding Wednesday was 1 o'clock ” there shall be substituted the words—

“ On Monday, Tuesday, Wednesday and Thursday from the hour of 6 o'clock.”

Sub-section (2) of the said section is hereby repealed.

(e) For §83 there shall be substituted the following section :—

“ 83. (1) Bicycle shops and flower shops situated within the Metropolitan District shall be closed in every week as follows, namely :—

On Monday, Tuesday, Wednesday and Thursday from the hour of 8 o'clock,

but may be kept open till 10 o'clock in the evening on the day immediately preceding a public holiday when such shops are closed for the whole of such public holiday.

(2) Hairdressers' shops situated within the Metropolitan District shall be closed in every week as follows, namely :—

On Monday, Tuesday and Thursday from the hour of 8 o'clock ;

On Friday from the hour of 8 o'clock except when such shops are to be closed at 1 o'clock on Saturday, when they shall be closed from the hour of 10 o'clock on Friday ;

On Wednesday from the hour of 1 o'clock or 8 o'clock, whichever of these times is chosen by the shopkeeper in pursuance of this Act ; and

On Saturday—

(a) from the hour of 1 o'clock when the closing time on the preceding Wednesday was 8 o'clock ; or

(b) from the hour of 10 o'clock when the closing time on the preceding Wednesday was 1 o'clock,

- but may be kept open until 10 o'clock in the evening on the day immediately preceding a public holiday when such shops are closed for the whole of such public holiday.
- (3) The choice of a keeper of a hairdresser's shop as to the closing time on Wednesday may be made in respect of any such shop or shops occupied by him by sending through the post by registered letter to the Chief Inspector a notice in the form prescribed. Until he so makes such choice a hairdresser shall be deemed to have chosen 1 o'clock as the closing time for his shop on Wednesday.
 - (4) A hairdresser who has two or more different shops all of which are situated within one mile of each other in the Metropolitan District shall close all such shops either at 1 o'clock on Wednesday or at 1 o'clock on Saturday and may make his choice accordingly.
 - (5) When a hairdresser has made a choice as aforesaid he shall not make another choice until after the expiration of three months thereafter."
- (f) §84 is hereby repealed.
- (g) §§85 and 86 are hereby repealed.
- (h) §87 is hereby repealed.
- (i) For §96 there shall be substituted the following section :—
- " 96. (1) (a) All shops outside the Metropolitan District (other than shops for the sale of fresh uncooked meat, hairdressers' shops and shops of the classes or kinds specified in the Fourth Schedule) shall be closed on Monday, Tuesday, Wednesday and Thursday from the hour of 7 o'clock, but may be permitted to remain open later on Monday, Tuesday, Wednesday, or Thursday under any by-law made or to be made under the authority of the Factories and Shops Acts.
- (b) Shops outside the Metropolitan District for the sale of fresh uncooked meat shall be closed at the hours named in §100, but may be permitted to remain open later on any Monday, Tuesday, Wednesday or Thursday under any by-law made or to be made under the authority of the Factories and Shops Acts.
- (c) Hairdressers' shops outside the Metropolitan District shall be closed as provided under §101, but may be permitted to remain open later on any day of the week under any by-law made or to be made under the authority of the Factories and Shops Acts.
- (2) But any of the shops to be closed as aforesaid may be kept open until 10 o'clock in the evening on the day immediately preceding a public holiday, when such shops are closed for the whole of such public holiday."
- (j) Paragraph (4) of §98 is hereby repealed and for the number (5) prefixed to paragraph (5) there shall be substituted the number (4).
- (k) For §100 there shall be substituted the following section :—
- " 100. All shops outside the Metropolitan District for the sale of fresh uncooked meat shall be closed in every week—
On Monday, Tuesday, Wednesday and Thursday, from the hour of 7 o'clock ;

On Friday from the hour of 10 o'clock ;

On Saturday from the hour of 1 o'clock,

but may be kept open until 10 o'clock in the evening on the day immediately preceding a public holiday, when such shops are closed for the whole of such public holiday.

Provided that in any municipal district or specified locality where regulations have been made exempting from the provisions of §3 of the Factories and Shops Amendment Act, 1914, and fixing the hours of closing all shops or all shops of any class or kind, regulations may be similarly made exempting from the provisions of this section shops situated in the same municipal district or specified locality for the sale of fresh uncooked meat, and fixing their hours of closing, on petition signed by a majority of keepers of such shops in such municipal district or specified locality and certified as required in the said §3."

(l) For §101 there shall be substituted the following section :—

"101. Hairdressers' shops situated outside the Metropolitan District shall be closed in every week as follows, namely :—

On Monday, Tuesday and Thursday from the hour of 7 o'clock ;

On Friday from the hour of 7 o'clock, except when such shops are to be closed at 1 o'clock on Saturday, when they shall be closed from the hour of 10 o'clock on Friday ;

On Wednesday from the hour of 1 o'clock or 7 o'clock, whichever of these times is chosen by the shopkeeper in pursuance of this Act ; and

On Saturday—

(a) from the hour of 1 o'clock when the closing time on the preceding Wednesday was 7 o'clock ; or

(b) from the hour of 10 o'clock when the closing time on the preceding Wednesday was 1 o'clock,

but may be kept open until 10 o'clock in the evening on the day immediately preceding a public holiday, when such shops are closed for the whole of such public holiday."

(m) Sub-section (7) of §102 is hereby repealed and for the number (8) prefixed to sub-section (8) of the said section there shall be substituted the number (7).

(n) In §127 the proviso to paragraph (a) of sub-section (1) of the said section is hereby repealed.

(o) At the end of the Fourth Schedule to the Principal Act there shall be inserted the words "Cooked meat (other than tinned meat) shops."

Inspectors.

5. At the end of sub-section (1) of §10 of the Principal Act there shall be inserted the words—

"Provided that notwithstanding the provisions of the Public Service Acts any member of the Police Force may be appointed by the Minister of Labour by writing under his hand to act as an inspector of factories in the district in which he is stationed."

Records.

6. At the end of §12 of the Principal Act there shall be inserted the words—

“ Provided that for the purpose of tracing persons who have evaded naval or military training the Minister may once in every year authorise any officer of the Department of Defence of the Commonwealth of Australia to inspect such records.”

Regulations.

7. The Principal Act is hereby amended as follows :—

(a) Sub-sections (3) and (4) of §15 are hereby repealed.

(b) In §24—

In paragraph (b) of sub-section (2) of the said section the words “ by any regulations made by the Board of Public Health which the said Board is hereby authorised to make ” are hereby repealed.

In sub-section (3) of the said section the words “ by regulations of the Board of Public Health and the said Board is hereby authorised to make such regulations ” are hereby repealed.

(c) In sub-section (1) of §26, the words “ of the Board of Public Health ” are hereby repealed.

(d) In §62 the words “ on the recommendation of the Board of Public Health ” and also the words “ and the said Board is hereby authorised to make such regulations ” are hereby repealed.

(e) In §111—

For the word “ owner ” wherever occurring there shall be substituted the word “ occupier.”

In sub-section (1) of the said section for the words beginning with the words “ if so required ” and ending with the words “ separated for the sexes ” there shall be substituted the words “ as may be prescribed construct privies and urinals for the use of such persons and, where they are of different sexes, separate privies for the use of each sex, with approaches thereto properly separated for the sexes.”

(f) Sub-section (3) of §112 is hereby repealed and for the number (4) prefixed to sub-section (4) of the said section there shall be substituted the number (3).

(g) In §113 the words “ owner or ” and all the words beginning with the words “ by any regulations ” to the end of the section are hereby repealed.

(h) In §242, after the words “ kind of furniture,” there shall be inserted the words—

“ for prescribing the means, method and amount in factories and shops of fire-escape, fire-prevention, ventilation, air-space, cleanliness, sanitary provisions, and arrangements for securing the health, safety and convenience of employees.”

Working Hours.

8. (1) For §37 of the Principal Act there shall be substituted the following section :—

“ 37. (1) No person shall employ in a factory any male under 16 years of age or female of any age—

(i.) for more than 48 hours in any week, or

- (ii.) for more than 10 hours on any day, or
- (iii.) later than 9 o'clock in the evening.

Provided that in order to meet an unforeseen press of work such employment may be extended to 57 hours in any week, but in not more than eight weeks in any one year subject to the following conditions :—

(a) Payment for overtime shall be made for the time so worked at the rate of time and a half on wages rates or 3d. an hour extra on piece-work prices (as the case may be), and in addition each worker shall receive 1s. for tea-money for each day so worked ;

(b) No such person shall be employed more than 48 hours in any one week without his or her consent ;

(c) No such person shall be employed for more than 10 hours on any day or later than 9 o'clock in the evening ;

(d) A book containing a detailed list showing the date upon which the overtime was worked, the overtime worked, the name of worker and the hours of overtime shall be kept in a convenient place in the factory where any employee may at any time inspect it ; and a notice in the form of the Third Schedule, accompanied by a fee of 2s. 6d. for registration and a full statement of the reasons for working such overtime signed by the occupier, shall be posted or delivered to the Chief Inspector of Factories within 48 hours after each week in which overtime is worked.

(2) If the Minister is not satisfied that such working was *bona fide* for the purpose of meeting an unforeseen press of work he shall give notice in writing of such dissatisfaction to such occupier, and unless the occupier of such factory within one month from such notice proves to the satisfaction of the Minister that such working was *bona fide* for such purpose the Minister shall direct the Chief Inspector to make a record that such working was not *bona fide* for such purpose ; and if the Minister directs such record to be made in regard to any occupier of a factory three times within any period of twelve months, such occupier shall not thereafter at any time be entitled to avail himself of the provisions of this section.

(3) On any day all males under sixteen years of age and all females employed in any capacity in a factory shall (meal times excepted) be deemed to be employed in a factory from the time when they enter the same until the time when they leave.

(4) If any person offends against the provisions of this section he shall for each and every contravention of this section be liable to a penalty for the first offence of not more than £5 and for any subsequent offence of not less than £2 or more than £20.

(5) Nothing in this section shall affect or modify the provisions of §43 of the Principal Act."

(2) For the Third Schedule to the Principal Act there shall be substituted the First Schedule to this Act, which Schedule may be cited as the Third Schedule to the Principal Act.

9. At the end of §38 of the Principal Act there shall be added the following sub-section :—

" (6) For the purposes of this section ' work ' shall be deemed and taken to include performing any of the operations usually carried on in the factory."

Persons in Charge of Suction Gas-engines, Steam Boilers, etc.

10. In sub-section (1) of §55 of the Principal Act the words " which is not under supervision by virtue of some Act other than this Act " are hereby

repealed; and after the word "steam-boiler" wherever occurring in the said sub-section there shall be inserted the words "or steam-engine"; and sub-section (2) of §55 of the Principal Act is hereby repealed and the number (1) prefixed to the said section is hereby repealed.

11. At the end of sub-section (1) of §56 of the Principal Act there shall be added the words "or for the exclusive purpose of providing a supply of water for private use."

Guarding Machinery or Structures.

12. For §59 of the Principal Act there shall be substituted the following section:—

"59. Every occupier of a factory shall provide guards for—

(a) all dangerous parts of the machinery of the factory;

(b) all dangerous appliances used in or in connexion with the factory; and

(c) all dangerous parts of the factory,

so as to prevent as far as possible loss of life or bodily injury, and shall keep all guards constantly maintained in an efficient state and properly adjusted."

13. (1) In sub-section (1) of §231 of the Principal Act for the words beginning with "having neglected to fence" where first occurring, and ending with "maintain such fencing" where last occurring, there shall be substituted the following words:—

"(a) having neglected to provide guards required by or in pursuance of this Act to be provided for—

(i.) any dangerous part of the machinery of the factory, or

(ii.) any dangerous appliance used in or in connection with the factory, or

(iii.) any dangerous part of the factory; or

(b) having neglected to keep any such guard constantly maintained in an efficient state and properly adjusted."

(2) In sub-section (2) of the said §231 for the words "for not fencing" the part of the machinery or the vat, pan, or other structure by which" there shall be substituted the words "for not providing guards for any part of the machinery or for any appliance by which or for any part of the factory in which."

14. For §60 of the Principal Act there shall be substituted the following section:—

"60. (1) For the prevention of accidents the Minister may from time to time by order under his hand—

(a) Direct the occupier of any factory or the occupiers of all factories to take such steps as the Minister deems necessary to prevent the occurrence of accidents; or

(b) Direct that any specified machine or appliance shall not be used in or in connexion with a specified factory.

(2) If such steps are not taken accordingly within such time as the Minister directs, or if such machine or appliance is used contrary to the order, the factory shall be deemed not to be kept in conformity with this Act."

15. For §61 of the Principal Act there shall be substituted the following section:—

"61. If any person operates machinery without the guard required by or in pursuance of this Act to be provided for the same, or when the

guard is removed or not properly adjusted, such person and the occupier of the factory shall be severally guilty of an offence against this Act."

16. §§63 and 68 of the Principal Act are hereby repealed.

17. In the construction of §59 and §61 of the Principal Act as re-enacted by this Act and of §231 of the Principal Act as amended by this Act the word "guard" shall be deemed to extend to and include fence.

Restrictions as to Young Persons and Women.

18. For sub-sections (1) and (2) respectively of §64 of the Principal Act there shall be substituted the following sub-sections:—

"64. (1) No female, unless her hair is cut short or securely fixed and confined close to her head by net or otherwise, and no male wearing any apron or loose garment, shall be allowed to work among or near moving machinery.

(2) No male under eighteen years of age and no female of any age shall be allowed to clean mill gearing while the same is in motion or to work between the fixed and traversing part of any self-acting machine while the machine is in motion by the action of steam, water or other power."

Hours of Closing Shops.

19. §99 of the Principal Act is hereby repealed.

20. Notwithstanding anything in this or any other Act the sale from any shop after the hour when such shop should be closed of petrol, benzine, or other motor spirit to travellers for the purpose of enabling them to continue any journey shall not be regarded as an offence.

Limitation of Hours of Work in Shops.

21. In sub-section (2) of §114 of the Principal Act for the words "with the written consent of the Chief Inspector" there shall be substituted the words "if notice in writing has previously been sent to the Chief Inspector."

Registration of Shops.

22. (1) For §125 of the Principal Act there shall be substituted the following section:—

"125. (1) Every person or body of persons—

in occupation of any shop on 1st March, 1915, shall within fourteen days after the said day; or

going into occupation of any shop after the said day, shall within fourteen days of such going into occupation; or

in occupation of any building or place which becomes for the first time or after a period of disuse again becomes a shop, shall within 14 days of such building or place becoming or again becoming a shop,

serve on the Chief Inspector at his office a written notice in the prescribed form.

(2) Such notice shall specify—

particulars of the names of such person or body of persons and a description of the shop;

the place where such shop is situate;

the classes or kinds to which such shop belongs;

the name of the person or body of persons under which the business of the shop is carried on; and

such other particulars as are prescribed.

(3) If it is shown that all the requirements of the Factories and Shops Acts have been fulfilled the Chief Inspector shall register such shops and issue a certificate of such registration on payment of the registration fees as hereinafter provided.

(4) No fee shall be payable for shops registered under §90.

(5) The year for which shops are registered shall begin on the first day of March and end on the last day of February next following, and the annual fee shall be payable on the first day of March in each year; but when any shop is first occupied after the 31st August in any year the fees to be paid on registration for the current year shall be one-half of the annual fees.

(6) Any person or body of persons in occupation of any shop not registered as required by the Factories and Shops Acts shall be liable to a penalty not exceeding £10.

(7) The following shall be the scale of fees:—

Every shop in which more than 60 persons are employed £3 3s per annum.

Every shop in which more than 30 and not more than 60 persons are employed, £2 2s. per annum.

Every shop in which more than 10 and not more than 30 persons are employed, £1 1s. per annum.

Every shop in which more than 6 and not more than 10 persons are employed, 10s. per annum.

Every other shop, 2s. 6d. per annum.

(8) Nothing in this section shall apply to hawkers or pedlars."

(2) In paragraph (e) of §222 of the Principal Act after the words "factories" there shall be inserted the words "or shops"; and after the word "factory" there shall be inserted the words "or shop."

Carting and Delivery.

23. For paragraph (b) of sub-section (1) of §127 of the Principal Act there shall be substituted the following paragraph:—

"(b) The restrictions contained in this sub-section shall not apply to—

Cab drivers;

Persons driving tramway cars or motor omnibuses for conveying passengers;

Persons carting or delivering perishable articles of human food;

Persons delivering parcels of laundry-work;

Persons carting flowers to market;

Persons carting newspapers;

Persons carting materials for the repair of tramways;

Persons carting materials for repairing purposes in case of a breakdown in connexion with water-works, sewerage works, electric light works, gasworks, or any other public utility, or of any plant in a factory which would otherwise have to be closed either forthwith or during the next working day for repairs;

Persons carting bones and meat refuse from butchers' shops;

Persons removing dead animals; or

(From 1st November in any year to 15th April next following)

Persons delivering aerated waters, cordials or ice."

24. In §130 of the Principal Act—

(a) After the word “carter” where first occurring there shall be inserted the words “or stableman.”

(b) After the word “carter’s” there shall be inserted the words “or stableman’s.”

(c) For the word “carter” where secondly occurring there shall be substituted the word “person.”

(d) At the end of the said section there shall be inserted the following words :—

“Where the number of carters or stablemen so employed exceeds six, cards containing the same particulars as the time-book may be kept. It shall be the duty of the employer to cause the particulars on the cards to be transcribed into a time-book and to preserve the cards for the purposes of verification.

Every such book or card shall be in the form prescribed.”

Special Boards.

25. In sub-section (1) of §135 of the Principal Act—

the words “articles or” and the word “articles” are hereby repealed ; the word “or” wherever it occurs immediately before the word

“business” is hereby repealed ;

for the word “are” there shall be substituted the word “is” ;

for the word “those” there shall be substituted the word “that” ;

after the word “business” wherever it occurs, there shall be inserted the words “or occupation.”

26. (1) In §136 of the Principal Act there shall be inserted after sub-section (2) the following sub-sections :—

“(3) All the representatives of employers and employees respectively nominated for any Special Board shall reside in the area or locality to which the Determination of the Special Board is to be applied ; and if any such representative ceases to reside as aforesaid he shall thereupon cease to be qualified as and shall cease to be a member of the Board.

(4) In any case where one-fifth of the employers or employees in any process, trade, business, or occupation, carry on or are engaged in such process, trade, business, or occupation outside the Metropolitan District as defined in this Act one at least of the persons so nominated as representatives of employers and one at least of the persons so nominated as representatives of employees shall be a person who resides and who carries on or is engaged in (as the case may be) such process, trade, business, or occupation outside the said Metropolitan District.

(5) In any case where after the lapse of three months from the date of the Order in Council for the appointment of any Special Board the Minister is satisfied that a sufficient number of qualified employers or employees cannot be found to act as members of the Board the Governor in Council on the advice of the Minister may appoint any persons who have been engaged in the trade concerned to be representatives of the employers or the employees on such Board.”

(2) For the number (3) prefixed to sub-section (3) of §136 of the Principal Act there shall be substituted the number (6).

27. Sub-section (2) of §137 of the Principal Act is hereby repealed and for the numbers (3), (4), (5) and (6) prefixed to sub-sections (3), (4), (5) and (6) of that section there shall be substituted the numbers (2), (3), (4) and (5) respectively.

28. §141 of the Principal Act is hereby amended as follows :—

(1) Paragraph (c) of the said section is hereby repealed ; and at the end of the said section there shall be inserted the following new sub-sections :—

“(2) Every Special Board shall fix higher wages rates to be paid for overtime ; and for that purpose it shall exercise the powers set out in an one, but not more than one of the paragraphs in this sub-section numbered (a), (b), (c) or (d) :—

(a) It may fix an overtime rate for any hour or fraction of an hour worked in any week in excess of the number of hours determined for a week's work ; or

(b) It may fix the hour of beginning and the hour of ending work on each day ; and in that case shall—

Fix higher wages rates to be paid for any hour or fraction of an hour worked in any week—

(i.) outside the hours so fixed ;

(ii.) within the hours so fixed in excess of the number of hours determined for a week's work ; or

(c) It may fix the hour of beginning and the hour of ending each shift ; and in that case shall—

Fix the rate to be paid for work done on each shift ; and

Fix a higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift ; or

(d) It may fix a higher rate to be paid for any hour or fraction of an hour worked on any day in a factory before or after the ordinary working hours of the factory.

(3) In addition to the powers conferred by this section every Special Board may exercise either or both of the following powers, namely :—

(a) It may fix special rates for work to be done on a Sunday or public holiday ; or

(b) It may fix special rates to be paid to any employee who works away from his employer's place of business for time occupied in travelling between the employer's place of business and work or between the employee's residence and work.”

(2) Before the words “ Every Special Board in accordance ” there shall be inserted the number (1) ; for the letter (d) prefixed to paragraph (d) there shall be substituted the letter (c) ; and for the letter (e) prefixed to paragraph (e) there shall be substituted the letter (d).

29. “ Casual work ” and “ casual labour ” shall mean work or labour during any week for not more than one-half the maximum number of hours fixed by the Special Board in respect of any particular process, trade, business, or occupation, and the Determination of any Special Board with respect to casual work shall always be subject to this provision.

30. (1) In addition to the powers it already possesses the Special Board heretofore appointed and called the Coal Miners Board may if it thinks fit as part of its Determination make rules regulating the cavilling for places which are worked at piece-work prices on any coal mine.

(2) Such cavilling shall be carried out by the employees affected.

(3) Any person guilty of any contravention of any such rules or of any failure to carry out the decision or requirements of any such cavil shall on information laid by any person aggrieved be liable on conviction by any court of petty sessions consisting of a police magistrate, with or without justices, to a penalty of not more than £50.

31. For paragraph (b) of sub-section (3) of §188 of the Principal Act there shall be substituted the following paragraph :—

“(b) order the defendant to enter into a recognisance within 14 days in any sum of not more than £50, with such sureties as the Court thinks fit of not more than £50 each to carry out the terms, covenants and conditions of the indentures; and may further order that in default of entering into the recognisance as aforesaid the person or persons in default be imprisoned for a term of not more than one month unless such recognisance be sooner entered into, and for a second or subsequent contravention impose a penalty on the defendant of not more than £25, and in addition may estreat the recognisance (if any).”

32. (1) The employer of any improver in any process, trade, business, or occupation subject to the Determination of a Special Board shall at the termination of the employment give him a certificate in the form of the Eighth Schedule to the Principal Act correctly showing the duration and nature of such employment.

(2) When any improver seeks employment from any employer he shall produce to that employer all certificates previously given to him as aforesaid.

(3) At the end of the Seventh Schedule to the Principal Act there shall be inserted the Second Schedule to this Act, which shall be read and construed and may be referred to as the Eighth Schedule to the Principal Act.

33. For §203 of the Principal Act there shall be substituted the following section :—

“203. The third Tuesday in January in each year shall in the Metropolitan and Geelong Districts be a factory holiday for bread bakers and pastry-cooks. No bread or pastry shall be made or baked for trade or sale in the Metropolitan and Geelong Districts on that day.”

34. (1) In sub-section (1) of §204 of the Principal Act the words “or third” shall be inserted after the word “first” in the second and third places where that word occurs.

(2) In sub-section (2) of the said section before the words “The Governor in Council” there shall be inserted the words “The provisions of this section shall apply to all cities, towns and boroughs, and.”

35. Notwithstanding anything contained in §6 of Act No. 2447 no regulation in regard to the closing of fruit shops in the Metropolitan District shall operate to close such shops during the months of January and February.

Offences, Penalties and Legal Proceedings.

36. In §219 of the Principal Act for the words “consisting of two or more justices” there shall be substituted the words “consisting of a Police Magistrate sitting either with or without justices”; and in the same section for the words “done by a Police Magistrate either with or without any other justice or justices.”

37. In sub-section (1) of §220 of the Principal Act after the word “offender” there shall be inserted the words “and all courts shall take judicial notice of the signature of every person who is or shall be or shall have been Minister, Chief Inspector of Factories and Shops or Assistant Chief Inspector of Factories and Shops to every document required to be signed for the purposes of the Factories and Shops Acts.”

38. (1) In paragraph (a) of §222 of the Principal Act—

After the word “furniture” there shall be inserted the words “or

the unlawful paying or receiving any sum of money in connexion with the employment of an apprentice or improver ”;

The following words are hereby repealed :—“ if for any offence under §191 or §192 of this Act shall be laid within six months after the commission of the offence.”

(2) In paragraph (g) of §222 of the Principal Act—

(a) The words “ within any factory ” and the words “ within such factory ” are hereby repealed ;

(b) For the word “ improvers,” wherever occurring, there shall be substituted the words “ apprentices or improvers.”

(3) In paragraph (l) of §222 of the Principal Act after the words “ in such shop ” there shall be inserted the words “ whether by a hairdresser or barber or any employee or any person whomsoever and whether for hire or reward or otherwise.”

39. In §225 of the Principal Act after the word “ person ” where it last occurs there shall be inserted the following words : “ if he has made demand in writing on such employer within two months after such money became due ”; and after the word “ balance ” there shall be inserted the following words : “ of such sum so demanded.”

40. (1) The proviso to sub-section (1) of §226 of the Principal Act is hereby repealed.

(2) At the end of sub-section (1) of §226 of the Principal Act as amended by this Act there shall be inserted the following words :—

“ Provided that the Minister may permit any student of the University of Melbourne or any student taking full day courses of technological study at any working men’s college or any school of mines or any other technical college or technical school in Victoria to enter and work in any factory, shop or place during the time he is a student at any such institution for the purpose only of acquiring practical knowledge and skill in the trade carried on in such factory, shop or place : notwithstanding that he is not paid the rates provided by any determination in force in the trade concerned.”

41. For sub-section (1) of §227 of the Principal Act there shall be substituted the following sub-section :—

“ (1) Any person or body of persons in occupation of any factory or shop may be prosecuted for any offence in the true ostensible or reputed name of such person or body of persons, and a conviction may be had and enforced by distress in that name against the actual occupier.”

42. §157 of the Principal Act is hereby repealed.

43. In §170 of the Principal Act after the word “ kind ” there shall be inserted the words “ or board and lodging ”; and after the word “ goods ” where it last occurs in the said section there shall be inserted the words “ or board and lodging.”

44. In §208 of the Principal Act for the words “ Metropolitan District ” there shall be substituted the words “ Metropolitan and Geelong Districts.”

45. In §209 of the Principal Act after the words “ in each year ” there shall be inserted the words “ and all persons employed in abattoirs or private slaughter-houses in the Geelong District shall be given a whole holiday on the third Wednesday in January in each year.”

46. In §109 of the Principal Act for the words “ in a factory or shop ” there shall be substituted the words “ subject to any determination of a Special Board.”

47. In the Sixth Schedule to the Principal Act the words “ Boot Repairers’ Shops ” are hereby repealed.

48. For §118 of the Principal Act there shall be substituted the following section :—

“(1) Except as hereinafter provided no female shall be employed for more than 56 hours and no male for more than 58 hours excluding meal times in any one week—

(a) in any—

chemist's shop,

coffee-house,

coffee palace,

confectioner's shop,

eating-house,

fish or oyster shop,

fruit and vegetable shop,

restaurant,

tobacconist's shop,

bookseller's and newsagent's shop,

cooked meat (other than tinned meat) shop,

hotel,

premises for which an Australian wine licence or a billiard table licence is in force,

premises which are occupied as a club,

(All of which are for the purposes of this section hereinafter referred to as 'shops'); or

(b) in the trade or business of a caterer.

(2) Any person employed in any such shop or trade or business may with the written consent of the Chief Inspector be employed overtime for any time not exceeding ten hours in any one week :

Provided that—

(a) the number of weeks in any year in which any person is so employed overtime shall not exceed six ;

(b) an overtime rate of time and a half shall be paid ;

(c) Sixpence shall be paid for tea-money on each day overtime is worked.

(3) (a) In cases where any of such shops (except chemists' shops) are usually kept open or such trade or business is usually carried on on all the seven days of the week the person having the management thereof shall cause and permit each person employed therein to have and take in each week a whole holiday of twenty-four hours commencing at the usual hour of beginning work on such day in each week as the manager in the case of each such person thinks fit :

Provided that between the first day of December in each year and the last day of February next following in all parts of Victoria situate more than ten miles from the Metropolitan District a half-holiday only as provided in this section need be given.

(b) In chemists' shops and in all other cases the manager shall cause and permit each such person to take a half-holiday from the hour of 2 o'clock in the afternoon of Monday, Tuesday, Wednesday, Thursday, Friday, or Saturday in each week."

49. §§119, 120 and 121 of the Principal Act are hereby repealed.

50. At the end of sub-section (2) of §79 of the Principal Act there shall be inserted the following paragraph :—

“(c) On one or more stated days in each week from any hours fixed by such regulations and permitting such closed shops to re-open on such stated days or days from such other hour or hours as may be fixed by such regulation.”

51. For sub-sections (2) and (3) of §174 of the Principal Act there shall be substituted the following sub-sections :—

“(2) Such Court shall consist of a President and two other persons.

(3) A Court of Industrial Appeals, consisting of the President and two other persons as aforesaid shall be constituted from time to time as occasion requires by Order in Council published in the *Government Gazette*.

(4) (a) The President—

(i.) shall be such one of the Judges of the Supreme Court as the Governor in Council appoints ;

(ii.) shall be entitled to hold office as President for such period as the Governor in Council thinks fit ; and

(iii.) shall sit in every Court of Industrial Appeals constituted from time to time.

(b) The two other persons constituting a Court of Industrial Appeals shall be such persons as are appointed by the Governor in Council upon nomination as hereinafter provided ; but they shall act only in the Court of Industrial Appeals for which they are appointed.

(5) (a) When a Determination of a Special Board is appealed against in accordance with the provisions of this Act or is referred by the Minister for the consideration of the Court of Industrial Appeals, then within 21 days from the date of the appeal or the reference (as the case may be)—

the representatives of the employers on such Special Board shall nominate one person to represent the employers, and

the representatives of the employees shall nominate one person to represent the employees.

(b) Nominations shall be made in writing and shall be forwarded to the Minister.

(c) Only persons who are *bona fide* and actually engaged in the trade concerned or have been so engaged for at least six months during the three years immediately preceding such nomination shall be eligible for nomination.

(6) If default is made in nominating an eligible person to represent the employers or the employees (as the case may be), or if any vacancy in a Court occurs by reason of death, resignation, incapacity, refusal to act or otherwise, the Minister may nominate some similarly qualified person to represent the employers or the employees (as the case may require) on such Court.

(7) The President and the two other persons constituting a Court of Industrial Appeals shall hear and determine every appeal and reference to such Court ; and subject to this Act, a majority shall decide.

(8) Every person appointed to represent the employers or the employees on a Court of Industrial Appeals shall be paid a fee of £2 for every full day of attendance at such Court.

(9) (a) Subject to the Public Service Acts the Governor in Council may appoint a registrar of the Court of Industrial Appeals who shall be an officer of the Factories Branch of the Department of the Chief Secretary.

(b) The Registrar shall attend the sittings of the Court of Industrial Appeals.

(10) The Governor in Council may make general rules to carry into effect the provisions of this Act with respect to the Court of Industrial Appeals

and in particular with respect to the summoning of and procedure before any such Court and the publication of such rules. Subject to such rules (if any), the Court may regulate its own procedure.

(11) In the construction of the Factories and Shops Acts any reference to the Court of Industrial Appeals shall (unless inconsistent with the context or subject-matter) be deemed to include a Court of Industrial Appeals constituted from time to time as aforesaid."

52. In §178 of the Principal Act for the word "appointment" there shall be substituted the word "constitution."

53. For §179 of the Principal Act there shall be substituted the following section :—

"179. A Determination of the Court of Industrial Appeals may be dealt with by the Governor in Council in the same way in every respect as if it were a Determination of a Special Board."

54. In §181 of the Principal Act, for the words "The Court of Industrial Appeals shall have all the powers of the Supreme Court and shall" there shall be substituted the words "In addition to the powers otherwise conferred upon the Court of Industrial Appeals the said Court shall have all the powers of the Supreme Court, which last-mentioned powers shall be exercised only by the President; and the Court of Industrial Appeals shall."

55. Notwithstanding anything in the Factories and Shops Acts any Determination made before the commencement of this Act by the Court of Industrial Appeals as heretofore constituted, and whether such Determination is in force or suspended, shall for all purposes—

(i.) be deemed and taken to be, and

(ii.) have the like force and effect and validity as if it were

a Determination (in force or suspended as the case may be) of a Court of Industrial Appeals as constituted under this Act.

Provided that the Minister, if satisfied upon affidavit that a *prima facie* case exists for the review of any such Determination, may advise the Governor in Council to constitute a Court of Industrial Appeals as hereinbefore provided and may refer the application for review for the consideration of the said Court which application the said Court is (in addition to all of the powers vested in the said Court by the Factories and Shops Acts) hereby authorised to consider and to hear and determine.

56. §177 of the Principal Act is hereby repealed.

[Schedules.]

II. France.

Décret du 21 mars 1914 concernant les travaux dangereux interdits aux enfants et aux femmes. (J.O. du 26 mars 1914, p. 2777 et errata au J.O. du 28 mars 1914, p. 2844; Bulletin du Ministère du travail et de la Prévoyance sociale XXI., 37(*).

Decree relating to dangerous work prohibited to children and women. (Dated 21st March, 1914.)

I. It shall be unlawful to employ children under the age of 18 years and women in lubricating, cleaning, examining or repairing machinery or mechanical apparatus in motion.

2. It shall be unlawful to employ children under the age of 18 years as women in workplaces where hand or power-driven machinery is used, the dangerous parts of which are not protected by wheelcases, handrails or other suitable fencing.

3. It shall be unlawful to employ children under the age of 18 years causing apparatus to revolve by jumping on a pedal. It shall also be unlawful to employ such children in turning horizontal wheels.

4. Children under the age of 16 years shall only be employed in turning vertical wheels during half a working day, which shall be interrupted by an interval for rest of not less than half an hour.

It shall also be unlawful to employ children under the age of 16 years working so-called "hand looms" by means of a pedal.

5. Children under the age of 16 years shall not be employed on circular or ribbon saws.

6. Children under the age of 16 years shall not be employed in working machine shears and other mechanical cutting tools.

7. Children under the age of 15 years shall not be employed in taking out glass-metal in bottle and window-glass works, nor under the age of 14 in other glass-works.

Children under the age of 16 years shall not be employed in glass-blowing in bottle and window-glass works, nor under the age of 14 in other glass works.

The weight of glass handled by children from 14 to 16 years of age shall not exceed 1,000 grammes.

In glass works in which bottles are manufactured by a mechanical process children under the age of 16 years shall not be employed in taking out glass to feed the furnaces, nor in operating the same.

Children under the age of 15 years shall not be employed in the drawing of glass in the form of tubes or thin strips. Nevertheless, with the exception of Venetian bead works, children may be employed on glass-drawing from the age of 14 years, provided that the weight handled by the child does not exceed 5 kilograms, including the blowpipe.

Children up to the age of 18 years shall be given means for protecting the face against the radiation from the working holes (side openings) during the operation of extracting the glass or of the re-heating of the pieces; for this purpose, the manufacturer shall be required to place at their disposal suitable protective appliances, prescribing the method of using the same, and shall ensure that these are maintained in proper condition.

In glass works where glass-blowing is done by the mouth, a separate mouthpiece shall be provided for every child below the age of 18 years.

8. It shall be unlawful to cause children under the age of 16 years to attend on steam-cocks.

9. It shall be unlawful to employ children below the age of 16 years as platers in works in which the rolling and drawing of metal rods into wire is carried on.

The above provision shall not, however, apply to workshops in which the platers' work is protected by suitable protective appliances.

10. It shall be unlawful to employ children below the age of 16 years on house repairing or house cleaning work carried on by means of movable scaffolding.

11. It shall be unlawful to employ girls below the age of 16 years on work carried on by means of treadle sewing machines.

12. It shall be unlawful to employ children below the age of 18 years and women on the manufacture, the handling and the sale of pamphlets, prints, placards, drawings, engravings, paintings, emblems, pictures or any other objects, the sale, offer, exhibition, posting up or distribution of which are restricted under the penal laws as being contrary to good morals.

It shall also be unlawful to employ children below the age of 16 years and women below the age of 21 years on any kind of work on premises where are manufactured, handled or sold pamphlets, prints, placards, drawings, engravings, paintings, emblems, pictures or any other objects which, even though they do not come within the scope of the penal laws, are of a nature to offend their morals.

13. In establishments where any of the working operations enumerated in Table A (attached to the present Decree) are carried on, access to the rooms set aside for the said operations shall be prohibited to children under the age of 18 years and to women.

14. In establishments where any of the working operations enumerated in Table B (attached to the present Decree) are carried on, access to the rooms set aside for the said operations shall be prohibited to children under the age of 18 years.

15. Work in the rooms designated in Table C (attached to the present Decree) shall only be permitted to children under the age of 18 years and to women if the conditions stipulated in the said Table are complied with.

16. In the administration of the present Decree, the heads of all establishments shall be in a position to submit to the inspectors, upon request, either the book designated in §88 of Book II. of the Code of Labour and Social Welfare, or a birth certificate.

17. In pursuance of §§3 and 4 of the Act of 26th November, 1912, the Decree of 13th May, 1893, amended by the Decrees of 21st June, 1897, 20th April, 1899, 3rd May, 1900, 22nd November, 1905, 7th March, 10th September and 15th December, 1908, 7th March, 1910, and 8th October, 1911, shall cease to be applied from the date of the publication of the present Decree.

18. The Minister for Labour and Social Welfare is charged with the carrying out of the present Decree, which shall be inserted in the *Bulletin des Lois* and published in the *Journal Officiel* of the French Republic.

[SCHEDULE : *Lists.*]

III. Germany

EMPIRE.

I. *Bekanntmachung, betr. Bestimmungen zur Ausführung des Gesetzes über den Absatz von Kalisalzen.* Nr. 4335. Vom 2 Februar 1914. (Reichs-Gesetzblatt 1914, Nr. 5, S. 14.)

Notification with respect to provisions for the carrying out of the Act relating to the sale of potash. No. 4335. (Dated 2nd February, 1914.)

In pursuance of §51 of the Act of 25th May, 1910* relating to the sale of potash (Reichs-Gesetzblatt, p. 775), the Federal Council has decreed the following Supplement to the Regulations for the carrying out of the said Act, published on 5th April, 1911† (Reichs-Gesetzblatt, p. 107).

* Extract E.B. V., p. 169.

† Extract E.B. VI., p. 101.

"The following regulation shall be added to Part II. 'Reduction of Shares (to §§13 to 16)':—

12. The decision of the Allotment Board, relating to the reduction or non-reduction of the shares of any mine (§30, paragraph 2, of the Act) shall be posted up by the owner of a potash mine—for the information of the workers employed by him—within three days from the giving of such decision. The said notice shall not be taken down for a period of four weeks. The decision shall clearly show whether the proofs (Nos. 5, 9 and 11) have been duly examined and for what reason a reduction of the shares of the mine has been granted or refused.

The decision shall draw attention to the right of appeal granted in pursuance of §32, paragraphs 2 and 3 of the Act."

2. *Bekanntmachung, betr. Uebergangsbestimmungen für die Neueichung von Förderwagen und Fördergefässen in fabrikmässigen Steinbrüchen usw.* No. 4350. Vom 12. März 1914. (Reichs-Gesetzblatt 1914, Nr. 14, S. 55.)

Notification relating to the temporary provisions for the re-gauging of miners' trucks and corfs in quarrying undertakings, etc. No. 4350. (Dated 12th March, 1914.)

The Imperial Commission for Standard Weights and Measures has issued the following regulations in pursuance of §19 of the Weights and Measures Order.

In regard to miners' trucks and corfs, used in quarrying undertakings, brickworks, stone-pits and mines worked above ground and in similar establishments to ascertain the amount of wages due (§6, paragraph 2, of the Weights and Measures Order) the allowance for deficiency shall equal, in so far as the articles are already in use in the particular undertakings, one-twentieth of their cubic contents, when regauging up to 31st December, 1914.

IV. Portugal

1. *Lei no. 295, regulando o tempo de trabalho diário para os empregados no comércio.* 22 de Janeiro de 1915. (Diário do Governo I. Série, No. 16, p. 115.)

Act No. 295 to regulate the working day of commercial employees. (Dated 22nd January, 1915.)

1. The maximum working day for commercial employees shall be fixed at 10 hours, less the two hours stipulated for meals.

(1) The normal working day for employees in Credit Institutions, Exchange Offices and Offices shall not exceed seven hours.

(2) Should circumstances necessitate overtime work in the undertakings mentioned in the preceding paragraph, such work shall be specially remunerated at double the standard rate per hour.

(3) Contracts of work which, upon the publication of the present Act, provide for a smaller number of hours, shall be upheld and complied with.

2. All persons, without regard to age or sex, who work in undertakings where commercial transactions are carried on, shall be considered as commercial employees within the meaning of the present Act.

3. The present Act shall apply to the Portuguese mainland and to the neighbouring islands. The Communal Councils shall be charged with the drawing up of administrative regulations, so that the enforcement of the Act may be adapted to local conditions.

(1) The administrative regulations shall be drawn up and enforced within four months of the publication of the present Act. When drawing up these regulations, the Communal Councils shall consult the persons concerned, i.e., in districts where there exist Employers' and Workers' Associations, representatives of such Associations; in districts where there are no such Associations, delegates chosen respectively by the employers and by the workers.

(2) The Communal Authorities shall have the power, upon a request accompanied by reasons from the persons concerned, to sanction overtime work for a maximum period of three hours per day and 104 hours per year.

4. All legal regulations which are contrary to the provisions of the present Act shall be annulled.

2. *Lei no. 296. regulando o tempo de trabalho diário nos estabelecimentos industriais.* 22 de Janeiro de 1915. (Diário do Governo I. Série, No. 16, p. 115.)

Act No. 296 to regulate the working day in industrial undertakings. (Dated 22nd January, 1915.)

1. The actual maximum working period in industrial undertakings or establishments shall not exceed 10 hours per day and 60 hours per week.

2. Night-work shall not exceed eight hours in the 24, nor 48 hours per week.

(1) All work carried on between the hours of 9 p.m. and 5 a.m. shall be regarded as night-work.

(2) The minimum salary or the minimum wage for night-work shall not be less than the remuneration for a 10-hour working day.

3. All undertakings or establishments comprised under (2) of §1 of the Decree of 24th June, 1911*, in which more than five male or female workers are employed, shall be considered as industrial undertakings or establishments within the meaning of the present Act. The steamship and the fishing industries shall also be subject to the provisions of the present Act.

4. The actual maximum working period shall not exceed eight hours per day, nor 48 hours per week :—

(1) In workshops, establishments or departments which are directly under the supervision of the State or of an administrative authority ;

(2) In underground work in mining undertakings ;

(3) In establishments or workshops in which injurious or poisonous substances are produced or used.

5. Day-work as well as night-work shall always be interrupted by an interval of not less than one hour. An uninterrupted period of rest of not less than 24 hours shall be granted every week.

6. Any working period which a wage-earner spends in cleaning machinery, tools, workshops and workrooms shall be held to be comprised in the actual working period, within the meaning of the present Act.

* Text E.B. VI., p. 188.

7. Any contracts, industrial customs equivalent to agreements and arrangements, which fix a smaller number of working hours for either night or day work, and which exist or are valid upon the publication of the present Act, shall only be modified, in pursuance of the present Act, subject to the consent of both parties.

8. In continuous industries, or in cases where *force majeure* makes it impossible for the work to be interrupted, shifts shall be arranged, subject to the provision that no shift may work for a number of hours in excess of the number fixed in pursuance of the present Act.

9. In cases of *force majeure*, however, such as fire, flood, caving-in, explosion, serious accidents and similar occurrences, a prolongation of the working period may be sanctioned, subject to the payment of a corresponding extra remuneration, to be calculated at the rate of one-third in excess of the standard wages, and provided that notice is given immediately to the Labour Inspector.

(1) For every period of night-work falling between 9 p.m. and 5 a.m. the wage-earner shall receive an amount equal to a day's wage.

(2) The Labour Inspector shall fix the period within which such overtime work shall be sanctioned, taking into consideration the circumstances of the case. He shall also decide when the said overtime work shall terminate.

10. For certain industries, in which materials are worked up which are subject to rapid deterioration, or in which goods are produced which are only used during certain seasons of the year, as well as in urgent cases and in the event of special stress of work, overtime work for not more than three hours may be sanctioned, subject to the following conditions being observed:—

(i.) A previous permit in writing shall be obtained from the Labour Inspector.

(ii.) Such overtime shall be remunerated by the payment of half-a-day's wages.

(iii.) The maximum number of hours of overtime work to be sanctioned shall not exceed 104 in any one year.

11. The actual maximum working period for home-work, and for workshops in which not more than five male or female workers are employed, which are established on residential premises and in which no mechanical power is used, and only such hand machinery as is not dangerous, shall not exceed 10 hours per day, nor 60 hours per week.

12. In homework and in workshops mentioned in the preceding paragraph, overtime work not exceeding three hours may be permitted on three days per week, or at varying intervals, but on not more than 156 days in any one year.

Sole Sub-Section.—The overtime work per day shall in each case be remunerated by half-a-day's wages.

13. The actual maximum working day for wage-earners employed in hair-dressing and barbers' establishments shall not exceed 10 hours per day, with two hours interval for meals.

(1) In such industries, overtime work shall not exceed 6 hours per week, nor shall the total number of days on which overtime work may be permitted exceed 104 in any one year.

(2) Such work shall be remunerated by half-a-day's wages.

14. The Labour Inspectors shall superintend the carrying out of the present Act, which they shall enforce by recording all infringements, by imposing fines on offenders and, if need be, by lodging complaints with the Courts.

15. The following bodies shall be entitled to request the Labour Inspectors to intervene :—Judicial, Administrative, Police and Health Authorities, Labour Organisations, workers employed in the same industry, and employers of the same industry or locality.

16. Contraventions of the provisions of the present Act shall be liable to a fine of from 1—100\$, which, in the event of repeated infringements, shall be doubled ; the importance of the undertaking and the number of persons injured by the contravention shall be taken into consideration when a fine is imposed.

17. An appeal against the decision of the Labour Inspector may be lodged with the Judge of the district.

18. Employers shall forward to the Labour Inspectors, within three months from the date of the publication of the present Act, all time-tables in force in their undertakings. Any time-tables newly adopted after the said date shall in every case be sent to the Labour Inspector within eight days.

19. The Decrees of 14th April, 1891, relating to the employment of children above the age of 12 years, and of 24th June, 1911*, relating to night-work for women, shall remain in force in so far as they are not amended by the present Act.

20. The employment of children under the age of 12 years shall be prohibited.

21. The Government shall have the power to regulate the working period for railway employees, subject to the provision that the said period shall not exceed 12 hours of actual work per day ; at the same time the periods of rest and the conditions for annual leave shall also be regulated in accordance with the general interests.

SOLE SUB-SECTION.—The necessary Order in this connection shall be issued within one year.

22. The Government shall issue the Orders and Instructions considered necessary for the administration of the present Act.

23. All provisions which are contrary to the present Act shall be annulled.

3. *Lei no. 297. modificando vários artigos de regulamento do trabalho dos menores e dos mulheres nos estabelecimentos industriais.* 22 de Janeiro de 1915. (Diário de Governo I Série, No. 16, p. 116.)

Act No. 297 to amend various Sections of the Order relating to the employment of minors and women in industrial undertakings. (Dated 22nd January, 1915.)

1. §§1, 2, 3, 14 and 27 of the Decree of 14th April, 1891, to regulate the employment of minors and women in industrial undertakings, shall be worded as follows :—

“§1. Minors and women, no matter of what nationality, shall only be employed in industrial establishments belonging to private persons, to the State or to Administrative Corporations, in Technical and Trade Schools or in Benevolent Institutions, as well as in connection with civil engineering works and in trades mentioned under §5, subject to the conditions stipulated in the present Decree.

“(1) Mines and quarries, arsenals and dockyards, factories, workshops and premises or places in which any kind of industrial work is carried on, shall be considered industrial undertakings within the meaning of the present Act. Small concerns, established in the residence

* E.B. VI., p. 188.

of the master or worker, where no steam boilers or steam engines are used, or in which no dangerous work injurious to health is carried on shall be excepted, provided that the work is done by the master or worker himself, or mainly with the assistance of his wife, his relations in the direct or collateral line to the third degree, or his wards.

"(2) All male persons under the age of 16 years and all unmarried female persons who have not completed the eighteenth year of their age shall be considered minors within the meaning of the present Decree.

"2. Subject to the provisions of the Sub-section of the present Section, minors, who have not completed the twelfth year of their age, shall not be employed in industrial establishments.

"SOLE SUB-SECTION.—The employment of minors who have completed the tenth year of their age shall, however, be permissible in industries to be designated by Order, provided that the said minors :

"(a) shall prove that they have obtained the elementary school-leaving certificate ;

"(b) shall prove that they are physically fit ;

"(c) shall be employed on light work sanctioned by the Labour Inspector upon the proposal of the Director or Manager of the factory in question.

"3. Until the completion of the twelfth year of their age, minors shall not be employed for more than six hours in 24 ; the working period shall in every case be interrupted by a period of rest of not less than $1\frac{1}{2}$ hours, and no minor shall work for more than four consecutive hours.

"(1) Minors, who have completed the twelfth year of their age, shall not work for more than 10 hours in 24, nor for more than 60 hours per week. They shall not work for more than five consecutive hours and their working day shall be interrupted by one or more periods of rest, which shall coincide with and be of the same duration as the periods of rest for adults.

"(2) The time-tables in factories shall not come into force until they have been submitted to and sanctioned by the Labour Inspector ; the said time-tables shall be posted up in the work-rooms.

14. "The establishments referred to in the present Act shall be constantly maintained in a state of cleanliness and shall be thoroughly ventilated ; they shall satisfy the requirements of health and safety.

"SOLE SUB-SECTION.—In factories, workshops and other industrial undertakings which employ more than 50 workers, a mess-room, with an arrangement for preparing food, washing facilities, benches and tables, shall be provided.

"27. The competent police authority of the district or ward in which the minor is domiciled shall, upon request, supply the parents or guardians of the minor, free of charge, with a book in which the name, residence, and date and place of birth, of the minor shall be entered :

"(1) The said book shall only be issued to a minor who submits a certificate of age and a vaccination certificate. A minor who is a foreigner shall submit an attested birth-certificate. The above-mentioned certificate shall be free from stamp duty and shall be supplied without charge.

"(2) No minor shall be employed on industrial work unless the book referred to in the present Section shall be produced.

"(3) The said book shall be retained by the minor, or by the parents or guardians.

"(4) The owner, principal or manager of the workshop or industrial establishment shall enter in the book of every minor the date on which the minor started work in the said establishment, the day the engagement was terminated, as well as the industrial nature of the establishment.

"(5) The manager or principal of an industrial establishment shall keep a register in which the entries from the minors' books shall be legibly copied, without erasures or interlineations.

"(6) For every factory, rules of employment shall be drawn up, with detailed provisions respecting the regulation of the work, the maintenance of order and the hygienic conditions of the establishment; the workers shall be made acquainted with the said rules, a copy of which shall be submitted to the Labour Inspector. Penalties shall also be included in the rules, provided that no fine shall, in any circumstances, exceed half-a-day's wages per week, and that the amount received in fines shall be handed over, without deduction, to a Benefit Fund established for the workers employed in the undertaking, or to a local Mutual Benefit Fund designated in the rules."

2. All legal provisions contrary to the present Act shall be annulled.

V. Switzerland

CANTONS.

I. ZÜRICH (TOWN).

Verordnung betr. die Vergebung von Arbeiten und Lieferungen für die Stadt Zürich. (Submissionsordnung.) Vom 21. Februar 1914.

Order relating to the giving out of contracts for work and supplies on behalf of the town of Zurich. (Contracts Order.) (Dated 21st February, 1914.)

[EXTRACT.]

V.—LABOUR REGULATIONS.

24. Any person who accepts a contract for work or supplies shall observe the labour conditions for his particular trade commonly accepted in the town of Zurich, more especially those relating to working hours and wages.

Labour conditions which are included in collective labour contracts entered into by Employers' and Workers' Associations, shall, in the first place, be held to be commonly accepted.

25. The majority of the workers in every undertaking shall earn the normal daily wage. Exceptions shall be permitted in special cases (training workshops, public institutions, etc.) A supplementary wage of not less than 25 per cent. shall be paid for overtime work and of not less than 50 per cent. for night and Sunday work.

When contracts relating to work and supplies are assigned which provide for the giving out of homework, the contractor shall be compelled to pay the minimum wages, unless there exist collective contracts for the particular undertaking in question.

Wages shall be paid at least once every fortnight, but never on licensed premises.

2. SCHWYZ.

1. *Beschluss betr. Revision der Vollziehungsverordnung vom 29. November 1878 zum eidg. Fabrikgesetz.* Vom 28. Februar 1912. (Gesetzessammlung des Kantons Schwyz, VIII. Band, I. Heft, S. 5.)

Decree relating to the revision of the Administrative Regulations of 29th November, 1878, for the carrying out of the Federal Factory Act. (Dated 28th February, 1912.)

2. *Beschluss betr. Revision von §1, Abs. 1 und 2, lit. a, der Polizeiverordnung vom 12. Januar 1894 betr. die Sonn- und Feiertagsruhe.* Vom 28. Februar 1912. (Gesetzessammlung des Kantons Schwyz, VIII. Band, I. Heft, S. 6.)

Decree relating to the revision of §1, paragraphs 1 and 2a, of the Police Order of 12th January, 1894, relating to Sunday and holiday rest. Dated 28th February, 1912.

3. FRIBOURG.

Arrêté du Conseil d'Etat, portant règlement du bureau cantonal de placement ou office du travail pour les hommes. (Du 26 mars 1910.)

Decree by the State Council respecting the regulation of the Cantonal Labour Exchange or Labour Office for men. (Dated 26th March, 1910.)

4. BASLE TOWN.

1. *Beschluss des Regierungsrates über Ergänzung der Verordnung vom 15. Dezember 1906* und 9. Februar 1910† betr. regelmässige Nacharbeit von Lehrlingen.* Vom 14 Mai 1914. (Kantons Blatt Basel-Stadt 1914, I., Nr. 23, S. 143.)

Decree of the State Council to supplement the Order of 15th December, 1906,* and 9th February, 1910,† relating to regular night-work for apprentices. (Dated 14th May, 1914.)

The State Council for the Canton of the Town of Basle decrees that the Order of 15th December, 1906,* and 9th February, 1910,† shall be supplemented as follows:—

To paragraph 1 of §1 of the Order the following shall be added:

(g) Horticultural establishments (§10 bis).

The following new Section (§10 bis) shall be inserted between §10 and §11 of the Order:—

§10 bis.

In horticultural undertakings, night-work for apprentices who have completed the fifteenth year of their age may be permitted during the months of April to September for half an hour in the morning, from 5.30 to 6, for the execution of work which, owing to the season of the year, the weather or *force majeure*, cannot be delayed.

The working period for apprentices who have completed the fifteenth year of their age shall in no circumstances exceed 10½ hours per day and 62 hours per week during the months of April to September, 10¼ hours per day and 61½ hours per week during the months of October to March, and for

* Text E.B. I., p. 566.

† Extract, E.B. VI., p. 219.

apprentices who have not yet completed the fifteenth year of their age, 10½ hours per day and 61½ hours per week.

Towards the middle of the working period apprentices shall be given an interval for rest of not less than one hour.

2. *Gesetz über Abänderung des Gesetzes betr. Errichtung einer staatlichen Arbeitslosenkasse und betr. Unterstützung privater Arbeitslosenkassen vom 16. Dezember 1909.* Vom 28. Mai 1914. (Kantons-Blatt Basel-Stadt 1914, I. Nr. 43, S. 295.)

Act to amend the Act of 16th December, 1909,* relating to the establishment of a State Unemployment Fund and to the subsidising of private Unemployment Funds. (Dated 28th May, 1914.)

Upon the request of the State Council, the Grand Council for the Canton of the Town of Basle has decreed the following amendments to the Act of 16th December, 1909, relating to the creation of a State Unemployment Fund and to the subsidising of private Unemployment Funds.

Section 5 hitherto in force shall be replaced by the following provision :

5. The Fund shall be administered (§6) under the direction of the Administrative Board (§7), by the Public Labour Bureau.

The Fund shall be under the supervision of the Department of the Interior and the supreme control of the State Council.

Section 19 hitherto in force shall be replaced by the following provision :

19. In order to cover the necessary contributions to the Unemployment Fund (§9, paragraph 2) an adequate annual credit, to be included in the Budget, shall be granted to the State Council.

In §28 the following new paragraph (now 3) shall be inserted between paragraphs 2 and 3 (now 4) :

In the case of Funds which do not collect from their members special contributions for unemployment insurance, and which cannot, therefore, be granted a part of the State subvention in pursuance of §27, the State subvention shall, according to the circumstances of the Fund, be fixed at from 30 to 65 per cent. of the sums paid out in benefit allowances.

The State Council shall have the power to stipulate that a certain part of this State subvention shall be devoted to the accumulation of a reserve fund within the meaning of §27 of the present Act. §31 shall be annulled.

3. *Verordnung betr. den Arbeiterschutz und die Unfallverhütung bei Bauten* Vom 27 Juni 1914. (Kantons-Blatt Basel-Stadt 1914, II., Nr. 2, S. 7.)

Order relating to the protection of the workers and the prevention of accidents in building operations. (Dated 27th June, 1914.)

[EXTRACT.]

Work in Compressed Air.

13. Admission to work in compressed air shall depend on the result of a thorough medical examination.

A system of regular supervision shall be instituted at the workplace.

* Text E.B. V., p. 155.

14. Before starting operations, the contractor shall present an exact statement of the organisation and arrangement of the same and, in particular, respecting the time taken in locking-in and unlocking and the distribution of shifts; the arrangements shall correspond to the present position of technical and hygienic knowledge.

15. Every workman shall be thoroughly instructed in the processes of locking-in and unlocking, and his attention shall be drawn to the dangers involved in failure to observe the regulations.

There shall be established near the workplace a temporary building where the workmen may remain after leaving the caisson. This building shall always be well ventilated; it shall be capable of being heated and provided with couches and suitable appliances for the treatment of the sick.

It shall not be used for storing building materials and tools.

16. A register shall be kept on the works, containing the names of persons who have been subjected to medical examination or treatment, together with a statement of the results of such examination or treatment.

Colours containing Lead.

73. The use of colours containing lead in any decorating and painting work shall be avoided as far as possible. The cleaning with pumice stone and rubbing down of objects painted with poisonous colours shall only be carried out if the said objects have been previously moistened. Sufficient ventilation shall also be provided if such work is carried on in closed rooms. All vessels containing poisonous, and especially lead, colours shall be distinctly marked.

The employer shall at regular intervals supply workers engaged in handling such paints with soft soap, nail-brushes and towels. Washing facilities shall be provided on the workplace.

The workmen shall be compelled to wash their faces and hands before taking meals and before leaving the workplace. Working clothes shall be removed before taking a meal.

While work is being carried on with colours containing lead, the workmen shall be prohibited from taking food or drink, from smoking, taking snuff or chewing tobacco.

War Measures in regard to Labour Legislation

I. Germany

EMPIRE.

1. *Bekanntmachung über eine Aenderung des Gesetzes, betr. Höchstpreise, vom 4. August 1914 (R.G.Bl., S. 339), und der Bekanntmachung über Höchstpreise vom 28. Oktober 1914 (R.G.Bl., S. 458). Vom 17. Dezember 1914 (R.G.Bl., S. 513).*

Notification to amend the Act of 4th August, 1914 (R.G.Bl., p. 339), relating to maximum prices, and the Notification of 28th October, 1914, relating to maximum prices. Dated 17th December, 1914.

2. *Bekanntmachung über Aenderung des Gesetzes, betr. Höchstpreise, vom 4. August 1914 (R.G.Bl., S. 339), in der Fassung der Bekanntmachung vom 17. Dezember 1914 (R.G.Bl., S. 516). Vom 21. Januar 1915 (R.G.Bl., S. 25).*

Notification to amend the Act of 4th August, relating to maximum prices, as amended by the Notification of 17th December, 1914. Dated 21st January, 1915.

3. *Bekanntmachung über Krankenversicherung und Wochenhilfe während des Krieges. Vom 28. Januar 1915 (R.G.Bl., S. 49).*

Notification relating to sickness insurance and maternity benefit during the war. Dated 28th January, 1915.

The Federal Council has issued the following Order, in pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 327), relating to the power conferred on the Federal Council to issue economic measures, etc.

I.

1. The provision of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 334), relating to the upholding of rights arising from sickness insurance, shall also apply to those persons who, though entitled to continue in insurance in pursuance of §313 of the Imperial Insurance Code, had not, at the time they entered the military, sanitary or similar service under the Empire or the Austro-Hungarian Monarchy, made use of the said right.

The fund shall have the right to cause persons designated under paragraph 1 who apply for admission, to be medically examined. An illness from which a person is already suffering upon readmission to sickness insurance shall not entitle the said person to any benefit in regard to that illness.

2. Home-workers, within the meaning of the Statutory Regulations which have been or may be issued, in pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 334), for ensuring the solvency of sick funds, shall include persons who work under similar conditions as home-workers (§162 of the Imperial Insurance Code), but who do not work on behalf of other industrial employers but on behalf and for account of the Empire, a Federal State, a union, communes, a commune, any other public associations or public bodies, or a benevolent institution, such as the Red Cross, the National Women's Union, etc.

3. While the Act of 4th August, 1914 (R.G.Bl., p. 337), for ensuring the solvency of sick funds is in force, the equivalent value of the benefits shall not be fixed for existing sick funds (§§259 and following, of the Imperial Insurance Code).

II.

4. The following persons shall, during the present war, be entitled to maternity benefit, in pursuance of §§1 and 3 of the Notification of 3rd December, 1914 (R.G.Bl., p. 492), namely, women whose husbands—

(i.) are, or have been, up to the day of the commencement of hostilities or longer, paid members of the crews of German sea-going vessels but who are not insured against sickness in accordance with §165, par. No. 7 of the Imperial Insurance Code;

(ii.) Do not receive an annual remuneration for their services exceeding 2,500 marks; and

(iii.) satisfy the requirements of §1, No. 1, of the Notification referred to.

5. Applications for the granting of such maternity benefit shall be addressed—

to a local, rural, establishment, guild, miners' or substitute sick fund if the woman is insured with such a fund;

in all other cases, to the general local sick fund or, where there is no such fund, to the rural sick fund in whose district the woman concerned is domiciled.

The said fund shall forward the application without delay, together with an expression of opinion, to the managing committee of the Marine Trade Association in Hamburg, which shall be liable for the maternity benefit.

This managing committee shall have the right to charge the fund with the payment of the maternity benefit and with the carrying out of other necessary measures connected therewith, in return for a remuneration of two marks for every case of such maternity benefit.

Should the sick fund of which the woman is a member already grant, in virtue of its Statutes, free treatment by a midwife or a doctor, as well as the remedies necessary for the actual confinement, or in the event of pregnancy troubles, then the above-mentioned benefits shall replace the grant in cash in pursuance of §3, Nos. 1 and 3, of the Notification of 3rd December, 1914. In the event of the application being passed on, the board of management of the fund shall, without delay, correspondingly advise the board of management of the Marine Trade Association. Otherwise the maternity benefit shall be paid in cash.

The provisions of §§5 to 7 of the Notification of 3rd December, 1914, shall apply correspondingly. The amounts paid out shall always be notified to the insurance office of the fund (par. 1). In the event of any complaint, the Marine Trade Association shall participate in the proceedings.

6. The Marine Trade Association shall grant the maternity benefit as stipulated in §3 of the Notification of 3rd December, 1914, out of its own funds, to women who are themselves, or who have been up to the day of the commencement of hostilities or longer, paid members of the crews of German sea-going vessels, but who are not insured against sickness in accordance with §165, part No. 7, of the Imperial Insurance Code, should the said women not have any claim on the same in pursuance of §4 of the present Order. Section 7 of the Notification of 3rd December, 1914, shall apply correspondingly.

III.

7. The duration of an exemption from insurance, in pursuance of §§418 and 435 of the Imperial Insurance Code, shall be considered as equal to the duration of insurance within the meaning of §1, No. 2, and of §8 of the Notification of 3rd December, 1914.

Section 2 of the Notification designated in paragraph 1, shall apply to the payment of maternity benefit, subject to the provision that, where the husband of the woman was exempted from insurance in pursuance of §418 or §435 of the Imperial Insurance Code, and the woman is not herself a member of any sick fund, the maternity benefit shall be paid by the fund to which the husband would have belonged had he not been exempted.

Should the woman also be herself exempted in pursuance of §418, or of §435, of the Imperial Insurance Code, the employer shall pay over to the fund the maternity benefit he would have had to pay in accordance with the Imperial Insurance Code.

8. The employer shall, during the further continuance of the present war, pay the benefits designated in §3, Nos. 1, 3 and 4 of the Notification of 3rd December, 1914, out of his own means to women who are themselves exempt from insurance, in pursuance of §418 or of §435 of the Imperial Insurance Order, and who are entitled to maternity benefit in pursuance of §§195, 419, paragraph 2, and 435 of the Imperial Insurance Order, but not in pursuance of §1 of the Notification of 3rd December, 1914. Section 422 of the Imperial Insurance Order shall apply accordingly.

IV.

9. The provisions of §197 of the Imperial Insurance Code respecting the refunding of the maternity allowance shall also apply to all other maternity benefits which the funds and the employers may be compelled to grant out of their own means in pursuance of the present Notification, and of the Notification of 3rd December, 1914.

10. Women who come under the designation contained in §1 of the Notification of 3rd December, 1914, and in §§4 and 7 of the present Notification, who were confined before the date upon which their husbands entered a military, sanitary or similar service, shall from the date of such entry receive the maternity allowance for eight weeks and the nursing allowance for 12 weeks, in both cases, however, less the period which elapsed between the day of the confinement and the date of such entry.

V.

11. The present provisions shall come into force on the day of the publication, namely, those of §1 commence on 4th August, 1914, those of §§2 to 10 on 3rd December, 1914.

The Federal Council reserves to itself the right to fix the date for the annulment of the foregoing provisions.

- 4** *Bekanntmachung einer Aenderung der Bekanntmachung über die Regelung des Verkehrs mit Brotgetreide und Mehl vom 25. Januar 1915 (R.G.Bl. S. 35). Vom 6. Februar 1915 (R.G.Bl., S. 65).*

Notification of an amendment to the Notification of 25th January, 1915, relating to the regulation of the sale of bread-cereals and of flour. Dated 6th February, 1915.

- 5** *Bekanntmachung über die Höchstpreise für Speisekartoffeln. Vom 15. Februar 1915 (R.G.Bl., S. 95).*

Notification relating to maximum prices for edible potatoes. Dated 15th February, 1915.

- 6** *Bekanntmachung betr. Einschränkung der Malzverwendung in den Bierbrauereien. Vom 15. Februar 1915 (R.G.Bl., S. 97).*

Notification relating to the restriction in the consumption of malt in breweries. Dated 15th February, 1915.

- 7** *Bekanntmachung betr. das Verbot der Verwendung von Mehl jeder Art zur Herstellung von Seife. Vom 18. Februar 1915 (R.G.Bl., S. 99).*

Notification relating to the prohibition of the use of any kind of flour in the manufacture of soap. Dated 18th February, 1915.

- 8** *Bekanntmachung wegen Aenderung der Bekanntmachung über das Ausmahlen von Brotgetreide, vom 5. Januar 1915 (R.G.Bl., S. 3). Vom 18. Februar 1915 (R.G.Bl., S. 100).*

Notification to amend the Notification respecting the grinding-out of bread-cereals, of 5th January, 1915. Dated 18th February, 1915.

- 9** *Bekanntmachung wegen Aenderung der Bekanntmachung über die Bereitung von Backware, vom 5. Januar 1915 (R.G.Bl., S. 8). Vom 18. Februar 1915 (R.G.Bl., S. 100).*

Notification to amend the Notification of 5th January, 1915, respecting the manufacture of bread and cakes. Dated 18th February, 1915.

- 10** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Sicherstellung vom Fleischvorräten, vom 25. Januar 1915 (R.G.Bl., S. 45). Vom 25. Februar 1915 (R.G.Bl., S. 109).*

Notification to amend the Notification of 25th January, 1915, respecting the safeguarding of the meat supply. Dated 25th February, 1915.

- 11** *Bekanntmachung über die Höchstpreise für Futterkartoffeln und Erzeugnisse der Kartoffeltrocknerei sowie der Kartoffelstärkefabrikation.* Vom 25. Februar 1915 (R.G.Bl., S. 116).

Notification relating to maximum prices for potatoes used as fodder and for the products of potato-drying establishments and of the manufacture of potato-starch. Dated 25th February, 1915.

- 12** *Bekanntmachung über die Regelung des Absatzes von Erzeugnissen der Kartoffeltrocknerei und Kartoffelstärkefabrikation.* Vom 25. Februar 1915 (R.G.Bl., S. 118).

Notification relating to the regulation of the sale of the products of potato-drying establishments and of the manufacture of potato-starch. Dated 25th February, 1915.

[All the products of potato-drying establishments to be handed over to the Dried Potato Utilisation Co., Ltd. ("Trockenkartoffel-Verwertungs-Gesellschaft m.b.H.").]

- 13** *Bekanntmachung über Erhebungen der Vorräte von Kartoffeln.* Vom 4. März 1915 (R.G.Bl., S. 127).

Notification relating to inquiries concerning existing stocks of potatoes. Dated 4th March, 1915.

- 14** *Bekanntmachung über die Beschäftigung von Gefangenen mit Aussenarbeit.* Vom 4. März 1915 (R.G.Bl., S. 130).

Notification relating to the employment of prisoners on outdoor work. Dated 4th March, 1915.

The Federal Council has issued the following Order in pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 327), relating to the power conferred on the Federal Council to issue economic measures, etc.

(1) During the continuance of the present war, persons condemned to imprisonment may be employed outside the prison buildings.

(2) The Order shall come into force on the day of its publication. It shall also apply to persons who were condemned to imprisonment before it came into force.

- 15** *Bekanntmachung über die Vernahme vom Zwischenzählungen der Schweine am 15. März und 15. April 1915.* Vom 4. März 1915 (R.G.Bl., S. 132).

Notification relating to the intermediate inquiries into the stocks of pigs, undertaken on 15th March and 15th April, 1915. Dated 4th March, 1915.

- 16** *Bekanntmachung über die Regelung des Verkehrs mit Gerste.* Vom 9. März 1915 (R.G.Bl., S. 139).

Notification relating to the regulation of the trade in barley. Dated 9th March 1915.

[Existing stocks of barley to be requisitioned on behalf of the Empire represented by the Central Office of the army supply requisitioning department ("Zentralstelle zur Beschaffung der Heeresverpflegung") in Berlin.]

- 17** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Höchstpreise für Roggen, Gerst und Weizen, vom 19. Dezember 1914 (R.G.Bl., S. 528). Vom 9. März 1915 (R.G.Bl., S. 145).*

Notification to amend the Notification of 19th March, 1915 (R.G.Bl., p. 528), concerning the maximum prices for barley, rye and wheat. Dated 9th March, 1915.

- 18** *Bekanntmachung betr. Ausführung der Verordnung vom 25. Januar 1915 über die Regelung des Verkehrs mit Brotgetreide und Mehl. Vom 9. März 1915.*

Notification respecting the carrying out of the Order of 25th January, 1915, relating to the regulation of the trade in bread, cereals and flour. Dated 9th March, 1915.

- 19** *Bekanntmachung betr. Anrechnung militärischer Dienstleistungen in der Angestelltenversicherung. Vom 18. März 1915 (R.G.Bl., S. 181).*

Notification relating to the taking into account of periods of military service in respect of insurance for employees. Dated 18th March, 1915.

[The provisions of §51, Nos. 1 and 2, and §54, paragraph 1, of the Employees' Insurance Act, of 20th December, 1911, relating to periods of military service, shall apply correspondingly during the present war, to periods of military duty served with the Austro-Hungarian Forces.]

- 20** *Verordnung betr. die Unterstützung der Familien von Mannschaften des Beurlaubtenstandes und des Landsturms, die bei einer Schutztruppe in den Dienst getreten sind. Vom 19. März 1915 (R.G.Bl., S. 187).*

Order relating to the assistance to be granted to the families of men of the Reserves or the Landsturm who have joined a Defence Corps. Dated 19th March, 1915.

[Maximum monthly allowance to be granted as a general rule :—30 marks to the wife, 15 marks to every other person entitled to assistance. To be increased in special cases to 50 and 20 marks.]

- 21** *Verfügung des Reichskanzlers zur Ausführung der Kaiserlichen Verordnung betreffend die Unterstützung der Familien von Mannschaften des Beurlaubtenstandes und des Landsturms, die bei einer Schutztruppe in den Dienst getreten sind, vom 19. März 1915. Vom 23. März 1915 (R.G.Bl., S. 191).*

Decree of the Imperial Chancellor for the administration of the Imperial Order of 19th March, 1915, relating to assistance to be granted to the families of men of the Reserves and of the Landsturm who have joined one of the Defence Corps. Dated 23rd March, 1915.

- 22** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Höchstpreise für Roggen, Gerste und Weizen, vom 19. Dezember 1914 (R.G.Bl., S. 528). Vom 26. März 1915 (R.G.Bl., S. 184).*

Notification to amend the Notification of 19th December, 1914, relating to maximum prices for rye, barley and wheat. Dated 26th March, 1915.

- 23** *Bekanntmachung betr. Aenderung der Bekanntmachung über die Höchstpreise für Speisekartoffeln, vom 15. Februar 1915 (R.G.Bl., S. 95). Vom 31. März 1915 (R.G.Bl., S. 202).*

Notification to amend the Notification of 15th February, 1915, relating to maximum prices for edible potatoes. Dated 31st March, 1915.

- 24** *Bekanntmachung einer Aenderung der Bekanntmachung über die Bereitung von Backware, vom 5. Januar 1915 (R.G.Bl., S. 8). Vom 31. März 1915 (R.G.Bl., S. 203).*

Notification of an amendment to the Notification of 5th January, 1915, relating to the manufacture of bread and cakes. Dated 31st March, 1915.

PART I.

The following amendments are introduced in the Notification of 5th January, 1915 (R.G.Bl., p. 8), relating to the manufacture of bread and cakes:—

3. Paragraph 2 of §9 shall be worded as follows:

“The Higher Administrative Authorities shall have power, in cases of urgent economic necessity, to vary, for their district or for individual places, the time for the commencement and the termination of the twelve hours, to which the present prohibition applies, provided such work shall only commence before 6 a.m. where agricultural conditions prevail; they shall have the power to sanction exemptions in cases of emergency or in the public interest, more especially to satisfy any sudden requirements of the Military or Naval Administrations.”

- 25** *Bekanntmachung der Fassung der Bekanntmachung über die Bereitung von Backware. Vom 31. März 1915 (R.G.Bl., S. 204).*

Notification of the text of the Notification relating to the manufacture of bread and cakes. Dated 31st March, 1915.

- 26** *Bekanntmachung über die Sicherung der Ackerbestellung. Vom 31. März 1915 (R.G.Bl., S. 210).*

Notification relating to steps to be taken for ensuring the adequate cultivation of the land. Dated 31st March, 1915.

[Unused land to be transferred to communal groups.]

7. Persons who, owing to the invasion of enemy troops, have relinquished their former agricultural occupation, shall have the right to terminate, by giving five days' notice, any contracts entered into after 31st July, 1914, which bind them to work outside the district of their former occupation, in order to enable them to return to the latter. Such notice shall be given within three weeks; this period shall commence on the date of the publication of the Order. Should the return be subject to an official permit, the said period shall commence on the day on which the necessary permit was communicated to the refugee.

The Central Authority of the State shall stipulate to which districts the present provision shall apply.

- 27** *Bekanntmachung über die Regelung des Verkehrs mit Kartoffeln. Vom 12. April, 1915 (R.G.Bl., S. 217).*

Notification respecting the regulation of the trade in potatoes. Dated 12th April, 1915.

The Federal Council has issued the following Order in pursuance of §3 of the Act of 4th August 1914 (R.G.Bl., p. 327), relating to the power to be conferred on the Federal Council to issue economic measures, etc. :

1. An Administrative Board, to be known as the Imperial Office for regulating the potato supply ("Reichsstelle für Kartoffelversorgung") shall be established, which shall be subject to the Imperial Chancellor (Imperial Department for the Interior). It shall consist of an Imperial Commissioner as chairman and of at least two members. It shall be assisted by an Advisory Council, composed of six agricultural representatives and of a total of six representatives of the towns, of commerce and of the consumers. The Imperial Chancellor shall appoint the Imperial Commissioner and the members of the Imperial Office and of the Advisory Council ; he shall issue more detailed regulations.

2. The Imperial Office for regulating the potato supply shall regulate the distribution of the stocks of potatoes required for feeding the population in the territory of the Empire. For this purpose, the said Office shall be assisted by the unions of communes. The requirements of the less wealthy sections of the population shall be given prior consideration.

3. In so far as the supplies of potatoes necessary for feeding the population are not to be found in a district, the unions of communes shall notify any shortage, which cannot be covered by purchases out of hand, to the Imperial Office for regulating the potato supply, together with a detailed statement of the reasons for the extent of such shortage. The Imperial Chancellor shall have the power to draw up principles on which the calculation of shortages is to be based.

The Imperial Office shall decide whether and in how far the notifications made by the unions of communes shall be considered.

4. The unions of communes shall comply with any requests made by the Imperial Office. In particular, the Imperial Office shall have the power to decide what quantities of potatoes shall be given up by one union of communes, either to the Imperial Office or to other unions of communes. In such a case, the cost price of the potatoes shall be refunded to the union of communes, in so far as they were the property of the union.

The Imperial Chancellor shall have the right to draw up principles for compulsory surrender.

5. Unions of communes, compelled to surrender potatoes in pursuance of the above, shall secure the stocks which they are not able to purchase out of hand. The Imperial Office shall also be authorised to secure stocks of potatoes.

Such stocks shall be secured in pursuance of §§2 and 4 of the Act of 4th August, 1914, relating to maximum prices, within the meaning of the Notification of 17th December, 1914 (R.G.Bl., p. 516), subject to the following provisions :—

In the case of agricultural owners, the Order (§2, par. 1, 2nd sentence, of the Act relating to maximum prices) shall not apply to supplies which are indispensable for the carrying on of the undertaking. The Imperial Chancellor shall have the power to draw up principles on which to decide what quantities are to be considered as indispensable for the carrying on of the undertaking.

The owner shall be bound to safeguard the supplies and to undertake the operations necessary for their conservation until the purchaser takes them over ; the owner shall be duly compensated for this to an amount to be fixed by the Imperial Office.

Sections 2 and 4 of the Act relating to maximum prices shall also apply to owners of potatoes, in so far as maximum prices have not been fixed. In respect of this the cost prices shall replace the maximum prices. The provisions contained in §6, Nos. 3, 4 and 5 of the Act relating to maximum prices, shall also apply to such cases.

When securing the supplies recourse may not be had to stocks held by the Empire, a Federal State or Alsace Lorraine, and more especially not to those in the possession of a Military or Naval Administration, or a union of communes, or the Dried Potato Utilisation Co. ("Trockenkartoffel-Verwertungsgesellschaft m.b.H.") in Berlin, or the Central Purchasing Society, Ltd. ("Zentraleinkaufs-Gesellschaft m.b.H.") in Berlin.

No recourse shall be had to supplies which are indispensable for the carrying out of contracts, provided that the said contracts are proved to have been entered into prior to the coming into force of the present Order, and that the terms and conditions of such contracts shall have been notified by one of the parties before and including 26th April, 1915, to that union of communes within whose district the potatoes to be surrendered are stored. The union of communes shall transmit such communication to the Imperial Office up to and including 5th May, 1915. Recourse to such supplies shall be permitted should the Imperial Office sanction or demand it.

6. The Imperial Office, or any person designated by that Office, shall have the right to intervene as purchaser in any supply contracts valid at the time of the coming into force of the present Order. Sections 505 to 508 and §512 of the Civil Code shall apply correspondingly to such intervention. The party entitled to intervene shall not be permitted to deliver the declaration of intervention after 31st May, 1915, inclusive, or, should the existence of the contract only become known to the Imperial Office after 17th May, 1915, not later than two weeks after the existence of the contract has become known; he shall without delay notify the claimant in regard to the contract that such intervention has taken place.

7. The unions of communes shall take delivery of the stocks assigned to them at the place of shipment. The Imperial Office shall issue more detailed provisions.

8. The Higher Administrative Authority of the place where the stocks are stored shall decide all disputes arising out of the securing (§§5 and 10) of the said stocks; the Higher Administrative Authority of the place of shipment shall decide disputes resulting from the surrender of stocks by one union of communes to another (§4).

9. The unions of communes shall take the necessary steps for supplying the poorer sections of the population with potatoes. They shall have the right to transfer to the communes the obligation to see that the population of their districts is adequately supplied. Communes in which according to the last census the population exceeds 10,000, may demand the said transfer.

10. More especially, unions of communes, or those communes to which the duty to supply has been transferred, may, for this purpose, secure the necessary stocks (§5); they may also—

- (i.) undertake the distribution to retailers and consumers;
- (ii.) limit the surrender and taking over of potatoes to certain places of delivery, times and quantities;
- (iii.) prohibit or limit the surrender of potatoes from the district of the union of communes, in so far as no Order by the Imperial Office is concerned.

Measures adopted in pursuance of Nos. ii. and iii. shall not be extended to stocks to which recourse may not be had in pursuance of §5, paragraphs 6 and 7.

11. The Central Authorities of the State, or the Higher Administrative Authorities designated by them, may prescribe the method of regulation (§§9 and 10).

12. The unions of communes, or those communes to whom the duty of seeing to the supply has been transferred, shall fix the prices for the potatoes which they surrender, in accordance with the principles drawn up by the Imperial Office. Any surplus shall be applied to the feeding of the population.

13. The unions of communes, or those communes to whom the duty of seeing to the supply has been transferred, shall have the right to requisition within their districts, storage places for storing the stocks. The Higher Administrative Authority shall definitely fix the remuneration to be paid.

14. The Central Authorities of the State shall have the power to draw up regulations concerning the procedure for the issue of Orders. The said regulations may deviate from the laws of the State.

15. The Higher Administrative Authority shall finally decide any disputes which may arise in connection with the regulation of the supply (§§9 to 13).

16. The Central Authority of the State shall decide what bodies are to be considered as Higher Administrative Authorities, competent authorities or unions of communes within the meaning of the present Order.

17. The Central Authorities of the State shall issue the necessary administrative regulations.

18. The Imperial Chancellor shall have the right to grant exemptions.

19. Any person who contravenes the Orders issued, for the carrying into effect of these measures, by a union of communes or by a commune to whom the duty of seeing to the supply has been transferred (§§9, 10, 12, 13) shall be liable to imprisonment for a period not exceeding six months, or to a fine not exceeding 1,500 marks. The same penalties shall be imposed on any person who contravenes the administrative regulations issued by the Central Authority of a State.

20. The provisions of the present Order shall not apply to potatoes imported from foreign countries after 15th April, 1915.

21. The present Order shall come into force on the day of its publication. The Imperial Chancellor shall fix the date on which the said Order shall be annulled.

28 *Bekanntmachung über Ausnahmen vom den Höchstpreisen für Speisekartoffeln.* Vom 15. April 1915 (R.G.Bl., S. 226).

Notification relating to exemptions in respect to maximum prices for edible potatoes. Dated 15th April, 1915.

29 *Bekanntmachung über Reis.* Vom 22. April 1915 (R.G.Bl., S. 237). Notification relating to rice. Dated 22nd April, 1915.

[Quantities of more than two quintals (approx. 441 lbs.) to be notified to the Central Purchasing Society, Ltd. ("Zentral-Einkaufs-Gesellschaft m.b.H."), in Berlin, the latter to have the right to compel the owner to sell; method of fixing of maximum prices for the purpose.]

- 30 *Bekanntmachung über die Vornahme einer Erhebung der Vorräte vom Getreide und Mehl am 9. Mai 1915.* Vom 22. April 1915 (R.G.Bl., S. 241).

Notification relating to an inquiry into the existing stocks of cereals and flour, to be undertaken on 9th May, 1915. Dated 22nd April, 1915.

- 31 *Bekanntmachung betr. Ausdehnung der Wochenhilfe während des Krieges.* Vom 23. April, 1915 (R.G.Bl., S. 257).

Notification relating to the extension of maternity benefit during the war. Dated 23rd April, 1915.

In pursuance of §3 of the Act of 4th August, 1914 (R.G.Bl., p. 327), relating to the power conferred on the Federal Council to draw up economic measures, etc., the Federal Council has issued the following Order :—

I.

1. Women who are not already entitled to maternity benefit out of State funds, in pursuance of the Notifications of 3rd December, 1914 (Reichs-Gesetzbl. p. 492) and of 28th January, 1915 (Reichs-Gesetzbl. p. 49), shall be granted such benefit, during the present war, provided :

(i.) that during the war their husbands shall render to the Empire war, sanitary or similar services, or be prevented by death, injury, sickness or imprisonment from continuing to render such services or from resuming a paid occupation, and

(ii.) that they are of small means within the meaning of §2.

2. Women shall be considered of small means if they are in receipt of assistance in pursuance of the Act of 28th February, 1888, as amended by the Act of 4th August, 1914 (R.G.Bl. 1888, p. 59, 1914, p. 332).

In so far as the facts do not justify the assumption that assistance is not required, women shall, further, be considered of small means if—

(i.) during the year or tax assessment year preceding the entry into the service, the combined incomes of the woman and her husband did not exceed 2,500 marks ;

(ii.) the income remaining to the woman after her husband has entered one of the services does not exceed 1,500 marks in regard to herself, nor 250 marks in regard to every living child under the age of 15 years.

3. The maternity benefit as stipulated in §1 shall also be granted in respect of the illegitimate child of a participator in the war, provided that the said child is in receipt of assistance in pursuance of §2, paragraph 1 (c), of the Act of 28th February, 1888, as amended by the Act of 4th August, 1914 (R.G.Bl. 1888, p. 59, 1914, p. 332).

4. Maternity benefit shall consist of :

(i.) a cash payment of 25 marks to cover the expenses of the confinement ;

(ii.) a weekly allowance of 1 mark per day, including Sundays and holidays, for a period of eight weeks, not less than six of which shall fall after the actual confinement ;

(iii.) a sum of 10 marks for the services of a midwife or for medical attendance, should such be necessitated by pregnancy troubles ;

(iv.) in the case of women who nurse their infants, a nursing allowance of $\frac{1}{2}$ mark per day, including Sundays and holidays, for a period of 12 weeks after the actual confinement.

5. §§118, 119 and 223 of the Imperial Insurance Code shall apply correspondingly to the payment of maternity benefit.

6. Should a woman be a member of a sick fund (local, rural, establishment, miners' or substitute sick fund), the application for maternity benefit in pursuance of §1 or §3, shall be submitted to that fund; should she be exempt from insurance, in pursuance of §418 or §435 of the Imperial Insurance Code it shall be submitted to the woman's employer.

Should a woman be a member of the crew of a German sea-going vessel the application shall be submitted to the Marine Trade Association in Hamburg.

7. The sick fund, Marine Trade Association or employer shall immediately transmit the application to that committee of the benefit societies ("Lieferungsverband") (§6 of the Act of 28th February, 1888), within whose district the woman ordinarily resides.

They shall, at the same time, state whether they are liable in respect to claim for maternity benefit on the part of the woman, in pursuance of §8 of the Notification of 3rd December, 1914 (R.G.Bl., p. 492), or of §6 or §8 of the Notification of 28th January, 1915 (R.G.Bl., p. 49).

8. Whatever body is liable to pay maternity benefit, in pursuance of these provisions (§7, paragraph 2), may personally submit the application, should the woman not comply within two weeks with the request, communicated to her by the liable party, to submit the said application herself.

9. In all cases other than those designated in §6 the application shall be addressed direct to the committee of the benefit society.

The application must clearly state that the woman belongs to no sick fund (§6, par. 1) and, should she be employed as a domestic servant or as an agricultural worker, also that she is not exempted from insurance in pursuance of §418 or §435.

10. In this case also, §6, paragraph 2, and §8 of the Act of 28th February, 1888, shall apply in regard to the committee; the chairman alone, however, shall decide whether the woman or the child (§3) is already in receipt of assistance in pursuance of the said Act.

Upon request, the Board of Assessment shall supply the committee with particulars concerning the circumstances of the woman and of her husband.

11. The committee or the chairman of the committee (§10, paragraph 1) shall give the final decision in writing; should the application be rejected, the reasons for the rejection shall be stated.

Where the application had to be made through the sick fund, a copy of the decision shall be sent to the fund or transmitted to the woman through the fund. The same shall apply correspondingly to employers and the Marine Trade Association.

12. Any body liable to pay maternity benefit, in pursuance of the provisions contained in §7, paragraph 2, shall continue to pay the same, even when an application is made.

Should the above-mentioned benefits fall below the amounts stipulated in §4, the party liable shall increase them correspondingly.

Section 4 of the Notification of 3rd December, 1914, shall apply correspondingly, as well as §210 of the Imperial Insurance Code.

13. The maternity benefit shall, moreover, be paid by that office which is liable for the payment of assistance in pursuance of the Act of 28th February, 1888. The payment of the maternity benefit may be combined with the payment of assistance where this is granted; in all other cases it shall be paid at the end of every week.

14. The benefit societies shall refund to the sick funds, the employers and the Marine Trade Association any outlay in regard to maternity benefit which the latter, after the coming into force of the present Notification, have to pay, in pursuance of §12, to the persons entitled thereto; in regard to the weekly payment, however, they shall refund only the amount by which it is in excess of the sum fixed by the rules.

In respect of the cash benefits, in pursuance of §12, paragraph 3, 25 marks shall in each case be paid in one single sum to cover the expenses for the actual confinement (§4, No. 1) and 10 marks as a supplementary grant for midwife's services, or for medical attendance, in the event of pregnancy troubles (§4, No. 3).

15. Upon request, the communal authorities shall assist the committees of the benefit societies with the supervision entailed by the granting of nursing allowances.

II.

16. With respect to cases of confinement occurring during the war, in regard to which maternity benefit is not granted out of State funds, or only partially granted, because the present Notification or the Notifications of 3rd December, 1914, or 28th January, 1915, were not in force from the commencement of the war, the committee may upon request sanction assistance by way of a single cash payment.

17. The said assistance shall not exceed 50 marks, nor shall it in any circumstance be more than the amount of the deficiency in the maternity benefit resulting from the fact that the Notification came into force at a later date.

18. The above-mentioned assistance shall only be granted on the assumption that the woman is in distress as a result of expenses entailed by the confinement, or by the feeding and care of the infant, which have not already been refunded to her out of communal or other public funds.

This shall more especially be assumed where the woman in confinement is also in debt in respect of medical or midwife's attendance, or of the feeding and care of her infant.

19. Sections 6, 7 and 9 shall apply correspondingly to applications for such assistance. When an application is handed on (§7), the statutory benefits in regard to maternity benefit already drawn, or still to be received, by the woman shall be stated.

The committee shall give the final decision with respect to every application.

III.

20. With respect to any person entitled to voluntary insurance or re-insurance with a sick fund, in pursuance of the Imperial Insurance Code, it shall also suffice in regard to the assumption in §1, No. 2, of the Notification of 3rd December, 1914, that, upon entering a military, sanitary or similar service, he shall have been uninterruptedly a member of a substitute fund, or partly of a sick fund and partly of a substitute fund, for a period of not less than one year.

In regard to the period previous to the accepted admission of a provident fund as a substitute fund, membership with the former shall be considered equivalent to membership with a substitute fund.

IV.

21. Every three months the State shall refund to the benefit societies in accordance with detailed regulations issued by the Imperial Chancellor, benefits which they have had to pay in pursuance of the present provisions.

V.

22. The present provisions shall come into force upon the date of the publication and those, moreover, of §20, paragraph 2, shall also have retroactive effect.

Women who have been confined prior to the date of the coming into force of the present Notification, shall from that date receive the maternity allowance for a period of eight weeks and the nursing allowance for 12 weeks, in both cases, however, less the period which may have elapsed between the day of confinement and the date on which the present Notification came into force.

Section 10 of the Notification of 28th January, 1915, shall apply correspondingly.

The Federal Council shall reserve to itself the right to fix the day upon which the foregoing provisions shall be annulled.

32 *Bekanntmachung über die Einschränkung der Pfändbarkeit von Lohn-, Gehalts- und ähnlichen Ansprüchen.* Vom 17 Mai 1915 (R.G.Bl. S. 279).

Notification relating to the restriction of the right of assignment of claims for wages and salaries and similar claims. Dated 17th May, 1915.

The Federal Council has issued the following Order in pursuance of the Act of 4th August, 1914, relating to the power conferred on the Federal Council to issue economic measures, etc. (R.G.Bl., p. 327):

1. The sum of 1,500 marks stipulated in §850, paragraphs 2 and 3, of the Civil Code and in §4, No. 4, of the Act of 21st June, 1869 (R.G.Bl. 1869, p. 242, and 1871, p. 63, R.G.Bl. 1897, p. 159, 1898, p. 332), shall, under further orders, be replaced by the sum of 2,000 marks.

2. The present Order shall come into force on the day of its publication. The Imperial Chancellor shall fix the date of its annulment.

Should an assignment have been enforced before the coming into force of the present Order, on a claim of the nature stipulated in §850, paragraph 1, Nos. 1, 7 and 8, and par. 3, of the Civil Code, the said assignment shall become null and void in regard to subsequent instalments, in so far as it is inadmissible in pursuance of §1. This shall apply correspondingly to any settlement, assignment or mortgage entered into before the coming into force of the Order.

II. Belgium*

1 *Loi de 4 août 1914 concernant les mesures urgentes nécessitées par les éventualités de guerre.* (Moniteur belge, p. 4998; Recueil, p. 18.)

Act relating to emergency measures rendered necessary by the war contingencies. Dated 4th August, 1914.

* The War Measures for the Kingdom of Belgium are compiled in the pamphlet published by Arthur Simon, Managing Clerk of the Head Office of the "Moniteur Belge," entitled "Royaume de Belgique, Recueil des lois, arrêtés royaux et mesures diverses nécessitées par l'état de guerre." 2 août 1914—19 février 1915. Imprimerie du "Havre-Eclair," 11, Rue de la Bourse, Le Havre, here referred to as the "Recueil."

[*Inter alia*, power conferred on the Government to adopt measures to ensure the food supply of the population and to restrict the artificial raising of prices (fixing of maximum prices).]

Loi du 4 août 1914 sur la rémunération en cas de mobilisation de l'armée. (Moniteur belge, p. 5002 ; Recueil, p. 22.)

Act relating to the remuneration to be paid in the event of the mobilisation of the Army. Dated 4th August, 1914.

1. In derogation of the Acts relating to the remuneration of the militia, and for as long as the forces are maintained on a war footing, the allowances stipulated in §5 of the Act of 30th August, 1913, shall be paid to the families of all persons in military service, without distinction, who are on active duty from 1st August, 1914, in accordance with the classifications contained in §4 of the same Act and without fixing a maximum limit to any increase allowed in consideration of the number of children.

Professional volunteers, however, and those who have re-enlisted, and who were already on active service before the said date, without having been again called up in pursuance of §63 or §64 of the Militia Act, shall continue in this respect to be subject to the Act of 21st March, 1902.

2. The allowance may be neither ceded nor attached ; it shall be calculated per week ; every week begun shall be considered as having been completed.

3. Any sums not claimed before 31st October at latest of the year following upon the close of the financial year shall revert to the Treasury.

4. The said remuneration shall be paid out weekly to the families by the communal Authorities of their place of residence, who shall advance the same on account of the State in a manner to be fixed by the Government.

Loi du 4 août 1914 sur la rémunération pour la période de mobilisation ; exécution. (Moniteur belge, p. 5039 ; Recueil, p. 23.)

Act relating to the remuneration payable during the period of mobilisation ; application. Dated 4th August 1914.

Circulaire ministérielle du 5 août 1914 sur la rémunération pour la mobilisation. (Moniteur belge, p. 5039 ; Recueil, p. 29.)

Ministerial Circular relating to the remuneration payable during the period of mobilisation. Dated 5th August, 1914.

[The daily allowances are fixed at :—(i.) 75 cts. for the wife, to be increased by 25 cts. in respect of each child, without reference to the number ; (ii.) 50 cts. in respect of each child, if the person in military service is a widower or divorced and has children ; (iii.) 50 cts. for the father and the mother, or the survivor ; or the relatives in ascending line, and the survivors of the same, who, failing the parents, have cared for the person in military service ; for the person in charge of the orphaned children in need of care or of the brothers and sisters below the age of 14 years ; for the legally recognised mother of the person in military service.]

Circulaire ministérielle du 11 août 1914 relative à la rémunération. (Moniteur belge, p. 5098 ; Recueil, p. 37.)

Ministerial Circular relating to remuneration. Dated 11th August, 1914.

- 6 *Arrêté royal du 14 août 1914 relatif à la fixation du prix des denrées alimentaires.* (Moniteur belge, p. 5141 ; Recueil, p. 39.)

Royal Decree relating to the fixing of prices for articles of consumption. Dated 14th August, 1914.

- 7 *Arrêté royal du 16 août 1914 relatif à la rémunération en matière de milices familles belges résidant en France et familles françaises résidant en Belgique.* (Moniteur belge, p. 5155 ; Recueil, p. 42.)

Royal Decree relating to remuneration payable to the Militia. Belgian families residing in France and French families residing in Belgium. Dated 16th August 1914.

[Extension of the remuneration by the law of reciprocity to French families domiciled in Belgium.]

- 8 *Arrêté royal du 29 septembre 1914 relatif à la fixation du prix des denrées alimentaires.* (Moniteur belge, p. 5321 ; Recueil, p. 61.)

Royal Decree relating to the fixing of prices for articles of consumption. Dated 29th September, 1914.

- 9 *Arrêté royal du 6 octobre 1914 relatif à la fixation du prix des denrées alimentaires.* (Moniteur belge, p. 5335 ; Recueil, p. 71.)

Royal Decree relating to the fixing of prices for articles of consumption. Dated 6th October, 1914.

- 10 *Avis aux Belges réfugiés en France—Comité officiel belge de Secours aux réfugiés—Bourse belge du travail.* (Moniteur belge, p. 5388 ; Recueil, p. 81.)

Notice to Belgian refugees in France. Official Belgian Committee for assisting refugees. Belgian Labour Exchange. October, 1914.

[Establishment of a Belgian Labour Exchange, with headquarters at Place Frédéric-Sauvage, Saint-Adresse (Le Havre).]

- 11 *Arrêté royal du 10 janvier 1915 concernant les dispositions relatives à la fixation du prix maximum des denrées alimentaires.* (Moniteur belge, p. 53 ; Recueil, p. 95.)

Royal Decree relating to the regulations for fixing maximum prices for articles of consumption. Dated 10th January, 1915.

III. Denmark*

- 1 *Midlertidig Lov (Nr. 164, 1914) om Regulering af Prisen paa Levnedsmidler og Varer.* Den 7. August 1914.

Provisional Act (No. 164, 1914) to regulate the prices of articles of consumption and provisions. Dated 7th August, 1914.

[Power is conferred on the Minister for the Interior to adopt measures for regulating prices (*inter alia*, the taking over of existing stocks).]

* Cf. the publication, *Lovforanstaltninger i Anledning af Krigen*. I. Kommission hos C. Ferslew & Co., Copenhagen. 50 öre.

- Anordning (Nr. 173, 1914) om Nedsættelse af en overordentlig Kommission i Henhold til midlertidig Lov af 7. August 1914 om Regulering af Prisen paa Levnedsmidler og Varer.* Den 8. August 1914.
- Order (No. 173, 1914) relating to the establishment of an extraordinary Commission with respect to the provisional Act of 7th August, 1914, to regulate the prices of articles of consumption and provisions. Dated 8th August, 1914.
- Anordning (Nr. 193, 1914) om Nedsættelse af kommunale Kommissioner i Henhold til midlertidig Lov af 7. August 1914 om Regulering af Prisen paa Levnedsmidler og Varer.* Den 29. August 1914.
- Order (No. 193, 1914) relating to the establishment of Communal Commissions with respect to the provisional Act of 7th August, 1914, to regulate the prices of articles of consumption and provisions. Dated 29th August, 1914.
- Lov (Nr. 278, 1914) om Straf for Overtrædelse af de i Følge midlertidig Lov Nr. 164 af 7. August 1914 truffne Foranstaltninger.* Den 16. November 1914.
- Act relating to the penalties to be imposed in the event of infringements of the measures adopted in pursuance of the provisional Act No. 164 of 7th August, 1914. Dated 16th November, 1914.
- Bekendtgørelse angaaende Mölles og Bageres Forsyning med Rug ved Ekspropriation.* Den 11. Januar 1915.
- Notification relating to the supplying of rye to millers and bakers by way of appropriations. Dated 11th January 1915.
- Benkendtgørelse vedrørende Oplysninger om Landets Avl og Beholdning af Korn, Foderstoffer, Kartofler m.v.* Den 26. Januar 1915.
- Notification relating to inquiries with respect to the country's yield and existing supplies of cereals, fodder, potatoes, etc. Dated 26th January, 1915.
- Bekendtgørelse om Fastsættelse af Maksimalpris for indenlandsk Hvede og for Hvedeklid, fremstillet her i Landet.* Den 28. Januar 1915.
- Notification relating to the fixing of maximum prices for home-grown wheat and for wheat-bran manufactured within the country. Dated 28th January, 1915.
- Bekendtgørelse om Fastsættelse af Maksimalpris for rent, ukrydret Svinefedt i Detailsalg.* Den 5. Februar 1915.
- Notification relating to the fixing of a maximum retail price for pure lard. Dated 5th February, 1915.
- Bekendtgørelse om Begrænsning af Fremstillingen her i Landet af Rug- og Hvedeklid, m.v.* Den 8. Marts 1915.
- Notification relating to the restricting of the manufacture of rye or wheat bran, etc., within the country. Dated 8th March 1915.

- 10** *Lov (Nr. 65, 1915) om Oprettelse af en midlertidig Laanekasse for Kommuner.* Den 12. Marts 1915.

Act (No. 65, 1915) relating to the establishment of a provisional Loan Fund for Communes. Dated 12th March, 1915.

[Establishment of a Loan Fund charged with the duty of granting provisional loans to Communes to enable them to complete work already begun to undertake urgent work and work which is specially intended for the relief of unemployment, and to obviate economic difficulties.]

- 11** *Bekendtgørelse af Bestemmelser vedrørende den indenlandske Svineavl.* Den 25. Marts 1915.

Notification relating to regulations with respect to the breeding of pigs within the country. Dated 25th March, 1915.

- 12** *Lov (Nr. 90, 1915) om Aendring i Lov Nr. 237 af 2den Oktober 1914 om midlertidigt Statstilskud til de kommunale Hjælpekasser.* Den 31. Marts 1915.

Act (No. 90-1915) to amend Act No. 237 of 2nd October, 1914, relating to provisional State subsidies for Communal Aid Funds. Dated 31st March, 1915.

1. In §1 of the Act No. 237 of 2nd October, 1914, relating to provisional State subsidies for Communal Aid Funds, the words "during the financial year 1914-1915" shall be altered to "during the financial years 1914-1915 and 1915-1916."

2. This Act shall come into force immediately.

- 13** *Bekendtgørelse angaaende Maksimalpris paa slagtede Svin.* Den 31. Marts 1915.

Notification relating to maximum prices for slaughtered pigs. Dated 31st March, 1915.

- 14** *Midlertidig Lov (Nr. 118, 1915) om Aendring i Lov Nr. af 1. April 1905 om Søfolks Forsikring mod Følger af Ulykkestilfælde i Søfartsvirksomhed.* Den 23 April 1915.

Provisional Act (No. 118, 1915) to amend the Act No. 54 of 1st April, 1905, relating to the insurance of seamen against the consequences of accidents in shipping. Dated 23rd April 1915.

1. The following shall be added to paragraph 2 of §24 of the Act No. 54 of 1st April, 1905:—

In regard to this, the Minister for the Interior shall have power to sanction until further notice, the taking over by the Association of the liabilities in the event of accidents, imposed on the owners of sailing ships with respect to their crews in connection with the present warlike conditions, to an amount in excess of that imposed in pursuance of the Act of 1st April, 1905. The manner and the extent of the said liability shall be fixed by the Minister for the Interior. The State Fund shall pay one-half the compensation granted in pursuance of this extraordinary insurance.

2. The present Act shall come into force immediately.

- 15 *Bekendtgørelse om Aendring af Bestimmelser om Maksimalpris for indenlandsk Rug.* Den 29. April 1915.
Notification to amend the provisions with respect to maximum prices for home-grown rye. Dated 29th April, 1915.

IV. France

- 1 *Décret du 31 décembre 1914, fixant la composition et le fonctionnement de la commission supérieure instituée par l'article 15 de la loi du 26 décembre 1914 pour assurer l'application de la loi du 5 août 1914, accordant des allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux.* (Journal officiel des 2-3 janvier 1915 ; Dalloz* III, 9).
Decree to determine the composition and the functions of the Superior Commission established in pursuance of §15 of the Act of 26th December, 1914, to ensure the application of the Act of 5th August, 1914, for the granting of daily allowances to the families of men called or re-called to the colours. Dated 31st December, 1914.
- 2 *Arrêté ministériel du 1er janvier 1915, nommant les membres de la commission supérieure instituée par l'article 25 de la loi du 26 décembre 1914 pour assurer l'application de la loi du 5 août 1914, accordant des allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux.* (Journal officiel des 2-3 janvier 1915 ; Dalloz III, 25).
Ministerial Decree designating the members of the Superior Commission established in pursuance of §25 of the Act of 26th December, 1914, to ensure the application of the Act of 5th August, 1914, for the granting of daily allowances to men called or re-called to the colours. Dated 1st January, 1915.
- 3 *Instruction ministérielle du 1er janvier 1915, relative à l'administration et à la comptabilité des dépôts de prisonniers.* (Journal officiel du 6 janvier 1915 ; Dalloz III., 28.)

Ministerial Notice relating to the administration and the accounts of the internment camps for prisoners. Dated 1st January, 1915.

8. (Work.) At the times fixed by contract, the camp commanders shall draw up the wages tables and forward them to the district accountant, who, on the basis of the said documents, shall issue the work-slips for every undertaking and for the whole of the workers within his district. These slips shall be forwarded to the commissioner's office, which shall then transmit the orders to pay to the contractors.

The workers' wages shall be paid over in full by the employers to the State funds, less the centime allowance, which shall be paid to the commander of the camp in question. Any balance, after the deduction of the cost of maintenance, shall constitute the reserve provided for in the new §88 of the Notice of 21st March, 1893.

* Dalloz : Guerre de 1914. Documents officiels, textes législatifs et réglementaires, III. ; 1 janvier/15 mars 1915.

The employer may be authorised by the camp commander to pay premiums to any prisoners who distinguish themselves by their industry and skill. Such premiums shall be paid in the same way as the centime allowances payable to the camp commander.

Any centime allowances, within the meaning of the above-mentioned §7 granted to prisoners in regard to indoor work, with the exception of work in tailoring and clothes repair workshops, shall be paid out of the maintenance allowance for prisoners.

- 4 *Circulaire ministérielle du 3 janvier 1915, relative à l'interprétation de la circulaire du 2 septembre 1914, relative aux majorations de salaires accordés aux équipages des transports et des remorqueurs auxiliaires* (Journal officiel du 7 janvier 1915 ; Dalloz III., 40).

Ministerial Circular, relating to the interpretation of the Circular of 2nd September, 1914, concerning increases in the salaries granted to the crews of auxiliary transports and tugs. Dated 3rd January, 1915.

- 5 *Arrêté ministériel du 5 janvier 1915, rendant facultative, pour les sociétés d'assurances et les syndicats de garantie contre les accidents du travail, la production des tableaux I. à V. à annexer au compte-rendu de leurs opérations pour l'année 1914.* (Journal officiel du 7 janvier 1915 ; Dalloz III., 52.)

Ministerial Decree to render optional the furnishing by Workmen's Accident Insurance Companies and Guarantee Syndicates of the Tables I. to V. to be annexed to their reports for the year 1914. Dated 5th January 1915.

- 6 *Arrêté ministériel du 5 janvier 1915, maintenant, pour l'année 1915, les cautionnements des sociétés d'assurances contre les accidents du travail* (Journal officiel du 7 janvier 1915 ; Dalloz III., 53.)

Ministerial Decree to maintain for the year 1915 the securities furnished by Workmen's Accident Insurance Companies. Dated 5th January 1915.

- 7 *Circulaire ministérielle du 6 janvier 1915, relative au règlement des majorations de salaires prévues par la circulaire du 2 septembre 1914 et acquises par les équipages des charbonniers. Cas spécial aux navires charbonniers venant de Cardiff et ne touchant pas de ports français.* (Journal officiel du 9 janvier 1915 ; Dalloz III., 57.)

Ministerial Circular relating to the settlement of the salary increases provided for by the Circular of 2nd September, 1914, and payable to the crews of colliers. Exceptional case for colliers coming from Cardiff and not touching any French port. Dated 6th January, 1915.

- 8 *Circulaire ministérielle du 8 janvier 1915, relative aux allocations journalières aux familles des hommes appelés ou rappelés sous les drapeaux et à l'instruction des recours formés contre les décisions des commissions d'appel.* (Journal officiel du 12 janvier 1915 ; Dalloz III., 64.)

Ministerial Circular relating to the daily allowances to be granted to men called or re-called to the colours and to the procedure in regard to appeals against the decisions of the Appeal Committees. Dated 8th January, 1915.

- 9** *Décret du 9 janvier 1915, modifiant le décret du novembre, 1914, fixant les conditions à remplir par les fonds départementaux et communaux pour bénéficier des subventions du fonds national de chômage. (Journal officiel du 10 janvier 1915 ; Dalloz III., 70.)*

Decree to modify the Decree of 24th November, 1914, fixing the conditions to be complied with by Departmental and Communal Funds, in order to obtain subventions from the National Unemployment Fund. Dated 9th January, 1915.

Section 1, paragraph 2, of the Decree of 24th November, 1914, shall be amended as follows :—

“ Such subventions shall only be granted provided the population of the communes, or of the groups of communes, for which the Unemployment Fund is established, shall be not less than 5,000.”

2. The present Decree shall be sanctioned by the Chambers.

3. The Prime Minister and the Ministers for Labour, for the Interior and for Finance shall, etc.

- 10** *Instruction ministérielle du 10 janvier 1915, relative à l'application du décret du 26 août 1914, portant création d'une indemnité pour charges de famille. (Journal officiel du 17 janvier 1915 ; Dalloz III., 73.)*

Ministerial Notice relating to the application of the Decree of 26th August, 1914, establishing an indemnity for family expenses. Dated 10th January, 1915.

- 11** *Circulaire ministérielle du 2 février 1915, relative aux congés accordés à des hommes des dépôts territoriaux pour les semailles de printemps. (Journal officiel du 6 février 1915 ; Dalloz III., 143.)*

Ministerial Circular relating to the periods of leave to be granted for spring seeding to men of the territorial depots. Dated 2nd February, 1915.

- 12** *Circulaire ministérielle du 5 février 1915, relative à l'institution, dans les départements, de commissions mixtes chargées d'étudier les questions relatives au maintien du travail national. (Journal officiel du 7 février 1915 ; Dalloz III., 158.)*

Ministerial Circular relating to the establishment, in the departments, of mixed boards, with the duty of studying questions concerning the maintenance of national labour. Dated 5th February, 1915.

From the day of the general mobilisation, the Government has endeavoured to find a solution to the problems connected with the upkeep of national labour, which has been markedly affected by the calling to the colours of so many employers and wage-earners.

Meanwhile, the Ministry for Labour has kept in touch with the permanent boards of the Superior Labour Council, which includes elected representatives of the classes interested in national labour—employers, workers, employees—as well as with the employers' and workers' unions and associations. The said Ministry has instituted numerous inquiries to ascertain what means may be adopted to ensure the upkeep of industrial life and to check unemployment and, at the same time, has adopted measures to counteract such unemployment

and communicated to the competent Ministries the wishes expressed by employers and workers, which did not come within the scope of its own duties.

It is, however, impossible for the central administration to deal with all the purely local questions, which arise in the various districts from special conditions of labour and production. The work of the administration should therefore in every department be correspondingly supplemented by similar endeavours on the part of the public authorities, with the co-operation of the industrial corporations, organisations through which the views of the employers and workers may be voiced.

Mixed boards have already been established in several departments, composed of members of the employers' and workers' organisations, the more important workers' and employers' trade unions, as well as the chambers of commerce, the commercial courts, the trade councils and the departmental workmen's associations, which are composed of persons experienced in economic and industrial questions. Should you not already have adopted some such measure, I request you to establish a board composed in a similar manner, whose opinions will prove of special value to you. You will choose the members for the said board from among the above-mentioned official bodies and the most important trade unions.

The boards shall, on principle, be composed of equal numbers of employers and workers. At times it may also be advisable to admit a few persons who are neither employers nor workers, but whose experience seems to you likely to be of assistance in bringing to a satisfactory termination the inquiries that have to be undertaken. You will also designate the persons who shall be called upon to preside at the meetings.

The mixed departmental board shall ascertain accurately for each industry in the neighbourhood, and communicate to you, the practical measures that can be immediately carried into effect, and which seem suitable for hastening the resumption of normal business conditions. The said board shall deal with the recruiting of labour, the supply of raw material and the disposal of manufactured goods. More especially in regard to labour exchanges, the board may with advantage establish a departmental labour bureau which shall co-operate with the communal exchanges, the unemployment funds and the employers' and workers' trade unions; several departments have already obtained excellent results with such bureaux in the matter of finding work for the unemployed and refugees.

Finally, the board shall at once look to the future, and point out to you those branches of industry in which immediate efforts are indispensable for the methodical technical training of expert workers, who will be greatly in demand immediately upon the conclusion of a long war. I draw your attention to the good results which are at present being obtained in those industries in which it is possible to adopt the system of alternating, during the day hours, a working period of restricted duration in the workshops or on the work places with attendance at technical classes. Provided the pressure of work is moderate this system permits of the employment of a larger number of children and, at the same time, makes it possible to make the necessary provision for their technical training. On the other hand, in those industries in which, at the present moment, the pressure of work is excessive and rapid deliveries are called for, efforts should be made, in spite of this, to prevent the elimination of apprentices.

The said boards might also strive, as far as possible, to keep the labour conditions in the district in conformity with the usual industrial contracts; but in this case, if confusion of function and abuse of powers are to be avoided, the existing system must be taken into account.

With respect to work executed on account of the State, the departments, the communes and public benevolent institutions, the Decrees of 10th August, 1899, have already provided for appeals to mixed boards, composed of representatives of employers and workers in the industries concerned, and charged with the duty of ascertaining the standard and usual rates of wages and the standard and usual working hours adopted in private industrial undertakings.

Although the Decrees of 10th August, 1899, are mainly concerned with contracts entered into on account of public administrations, the publicity given to facts thus ascertained may far exceed the scope of the said contracts. A rate of wages and standard working hours can be ascertained from the wages tables published by the administrations, which are based on general practice and agreement and which both employers and workers know to be the standard working hours and regular rate of wages for the district. Employers and workers naturally adopt these as a basis for their own contracts and, even where they deviate from them, they cannot escape their regulating influence.

It, therefore, seems reasonable to expect that, during the further development of the application of the Decrees of 1899, in the regular work of the mixed boards, established in pursuance of these Decrees, the far-reaching publicity given to their wages tables will prove an efficacious corrective to possible reductions in wages, which may have resulted from the economic difficulties of the early part of the war.

In this connection, it will be possible for the new boards to play a useful part.

They will be entitled to request that wages lists, already drawn up in pursuance of the Decrees of 1899, shall be communicated to them and, if need be, to demand that the said lists shall be supplemented, should important trades have been omitted, or should they be too old, and, should this seem advisable, to suggest their revision by the competent boards, as well as their publication in a suitable manner.

For those industries also where work is normal they shall as far as possible, upon request of the parties concerned and by way of a friendly understanding between employers and workers, endeavour to ensure that the remuneration for work shall remain in accordance with local usage.

I request you to let me know what effect your Department may have given to the suggestions contained in the present Circular Letter. I would attach great importance to the receipt every month of a concise report concerning the measures which the mixed boards shall have called for, with the object of maintaining national labour, and also concerning the measures adopted in virtue of their opinions.

13. *Circulaire ministérielle du 5 février 1915, relative au fonctionnement des commissions cantonales et d'appel chargées de statuer sur les demandes d'allocations journalières formées par les familles nécessiteuses des hommes appelés sous les drapeaux.* (Journal officiel du 10 mars 1915; Dalloz III., 284.)

Ministerial Circular relating to the work of the Cantonal and Appeal Commissions charged with the giving of decisions in regard to applications for daily allowances submitted by the necessitous families of men called to the colours. Dated 5th February, 1915.

14. *Circulaire ministérielle du 17 février 1915, relative au paiement des secours alloués aux familles des militaires décédés au cours des opérations de guerre.* (Journal officiel du 19 février 1915 ; Dalloz III., 196.)

Ministerial Circular relating to the payment of the assistance granted to the families of persons in military service, who have lost their lives in the course of military operations. Dated 17th February, 1915.

15. *Décret du 18 février 1915, portant à 50 le nombre des membres de la commission supérieure instituée par la loi du 26 décembre 1914 à l'effet de statuer sur les recours formés contre les décisions rendues par les commissions d'appel en matière d'allocations journalières aux familles nécessiteuses des militaires sous les drapeaux.* (Journal officiel du 19 février 1915 ; Dalloz III., 198.)

Decree raising to 50 the number of members of the Superior Commission established in pursuance of the Act of 26th December, 1914, for the purpose of deciding appeals against the decisions of the Appeal Committee, in matters relating to the daily allowances to be granted to the necessitous families of military persons serving with the colours. Dated 18th February, 1915.

16. *Arrêté ministériel du 22 février 1915, concernant les subventions à accorder aux sociétés de secours mutuels qui, par suite de l'état de guerre, n'ont pu effectuer leurs versements de retraites avant le 31 décembre 1914.* (Journal officiel du 28 février 1915 ; Dalloz III., 212.)

Ministerial Decree relating to the subventions to be granted to mutual benefit societies which, in consequence of the war, have been unable to pay their annuities before the 31st December, 1914. Dated 22nd February, 1915.

17. *Décret du 23 février 1915 prorogeant les délais prévus par les articles 8 et 9 de la loi du 25 février 1914, portant création de la caisse autonome des ouvriers mineurs.* (Journal officiel du 25 février 1915 ; Dalloz III., 223.)

Decree to extend the time limits stipulated in §§8 and 9 of the Act of 25th February, 1914, for the creation of the Independent Miners' Fund. Dated 23rd February, 1915.

18. *Circulaire ministérielle du 1er mars 1915, relative à l'application de l'arrêté du 22 février 1915, concernant les subventions à accorder aux sociétés de secours mutuels qui, par suite de l'état de guerre, n'ont pu effectuer leurs versements de retraites avant le 31 décembre, 1914.* (Journal officiel du 6 mars 1915 ; Dalloz III., 240.)

Ministerial Circular relating to the administration of the Decree of 22nd February, 1915, concerning the subventions to be granted to mutual benefit societies which, in consequence of the war, have been unable to pay their annuities before 31st December, 1914. Dated 1st March, 1915.

V. Great Britain and Ireland*

1. *An Act to provide for the grant of pensions and other allowances to certain persons if injured whilst employed in connection with warlike operations, and to their dependants, and for purposes connected therewith.* (Ch. 30.) 10th August, 1914. (Manual of Emergency Legislation, p. 14.)

[The King may, by Order in Council, frame a scheme as to the pension and grants and other allowances in the nature thereof, to be paid to persons (not being officers or seamen of the Royal Navy, or officers or soldiers of any of His Majesty's land or marine forces), in respect of injuries suffered by them whilst employed afloat by or under the Admiralty or Army Council in connection with warlike operations in which His Majesty is engaged, and in the case of their death, to their widows and other dependants.]

2. *An Act to authorise the grant out of Police funds of certain allowances and gratuities in respect of Police Reservists who are called out upon permanent service.* (Ch. 34.) 10th August, 1914. (Manual, p. 15.)

[The police authority may grant an allowance for the benefit of the wives and children of police reservists on active service, such allowances to be granted for a limited period not exceeding one year, and may be renewed for a further period; the aggregate amount of the weekly allowance granted in respect of a married man, together with the weekly amount of any separation or other allowance required to be paid out of naval or military funds, and the weekly amount of any compulsory deductions from the man's pay as a seaman or soldier, not to exceed the total weekly amount which he was receiving from police funds when called out; the allowance granted in respect of an unmarried man not to exceed in the aggregate eight shillings a week.]

3. *An Act to enable the Board of Trade during the present war to take possession of foodstuffs unreasonably withheld.* (Ch. 51.) 10th August, 1914. (Manual, p. 16.)
4. *An Act to give the Board of Agriculture and Fisheries in agricultural districts and the Local Government Board elsewhere powers with respect to housing and to make similar provision for Scotland.* (Ch. 52.) 10th August, 1914. (Manual, p. 17.)

[The above-mentioned Boards to have power during the period of one year from the passing of the Act to acquire land and buildings for housing purposes; but they are only to build dwellings if they are satisfied after holding a public local inquiry that there is an insufficiency of dwelling accommodation for the working classes, or that the existing accommodation is unsuitable and that dwelling accommodation cannot be otherwise satisfactorily provided; the Treasury is to issue sums, in payment of expenses incurred under the Act, not exceeding in the aggregate four million pounds; other expenses not being, in the opinion of the Treasury, of the nature of capital expenditure to be defrayed out of moneys provided by Parliament. This Act does not apply to Ireland.†]

* See footnote on page 144.

† This Act, as extended by the Housing (No. 2) Act, 1914 (485 Geo. V., c. 71) (Manual, p. 29), now makes similar provision for Ireland.

5. *Order in Council approving a scheme under the Injuries in War (Compensation) Act, 1914 (4 and 5 Geo. V., c. 30), and applying as from August 3, 1914, to all officers and men of Fleet Auxiliaries (other than ranks and ratings in receipt of naval pay, or officers or men of Naval Reserves) to all civilians in Admiralty Service, and to officers and men of the War Department Examination Service, and to the dependent relatives of such persons.* (No. 1177.) 10th August, 1914. (Manual, p. 182.)

[Scale of pensions : total destruction of earning capacity, two-thirds pay ; partial impairment of earning capacity, one-sixth, one-third, or one-half pay ; dependent upon the degree of the impairment of earning capacity.]

Widow's pensions and allowances to dependent relatives : widow, one-third pay ; each child up to four in number until the age of 16 an allowance equal to one-twenty-fourth of pay ; other dependent relatives, at the discretion of the Admiralty or Army Council, not exceeding in the aggregate the sum which might have been awarded in each case as a widow's pension ; in the event of a widow's re-marriage her pension ceases, and she is to be awarded the difference between three years' pay and the total sum paid in compensation, or continued payment of the children's pensions until the age of 16.]

6. *An Act to extend the Housing (No. 2) Act, 1914, to Ireland.* (Ch. 71.) 28th August, 1914. (Manual, p. 29, cf. No. 4 on preceding page.)

7. *An Act to amend §46 of the National Insurance Act, 1911, as respects certain officers, warrant officers and soldiers.* (Ch. 81.) 18th September, 1914. (Manual, p. 39.)

[§46 of the National Insurance Act, 1911, which regulates the sickness insurance of soldiers and sailors, to be deemed always to have applied to soldiers specially enlisted for the purposes of the present war.]

8. *Order in Council under §3 of the Naval and Marine Pay and Pensions Act, 1865 (28 and 29 Vict., c. 73), sanctioning the payment during the war of separation allowances to wives, etc., of seamen, marines and reservists.* (No. 1615.) 29th October, 1914. (Manual Suppl. No. 2, p. 153.)

[Weekly allowances : Widows, 6s.-9s., according to rank ; first and second children, 2s. each, subsequent children 1s. each ; motherless children, 3s. each.]

9. *Emergency grants to associations qualified for refunds under §106 of the Principal Act, and §14 of the National Insurance (Part II. Amendment) Act, 1914.*

I. The Board of Trade are prepared to receive applications from Associations, the rules of which provide for payments to persons whilst unemployed, for emergency grants in aid of the exceptional expenditure on unemployment benefit owing to the war.

II. Emergency grants will be in addition to any repayments to the Association under §106 of the National Insurance Act, 1911, and such grants will only be given to those Associations which have satisfied, or are prepared to satisfy, the conditions for a repayment under that Section.

III. Full particulars as to repayments under §106, and of the regulations made thereunder in pursuance of which a repayment may be obtained are set out in the Leaflet U.I. 103 issued by the Board of Trade. Copies of this may be obtained on application. The officials of all Associations which have not already qualified for a repayment under the Section should, before making application for an emergency grant, obtain a copy of this leaflet, and make themselves familiar with the conditions for a repayment.

IV. Associations in order to receive emergency grants will be required to fulfil certain special conditions as follows:—

(1) To reduce all unemployment benefit payments to 17s. per week or less if the maximum rate of benefit payable under the rules of the Association exceeds 17s. per week.

(2) To satisfy the Board of Trade that the rate of unemployment among the members is abnormal.

(3) To levy their members in full employment as set out below, and from time to time supply particulars of the financial results of the levy.

(4) To furnish the Board of Trade with full information as to the unemployment of their members at agreed intervals during the period for which an emergency grant is paid.

Conditions (1), (2) and (3) will be considered in turn.

Rate of Benefit.

V. In considering the maximum rate of benefit paid by the Association, sums paid by way of State unemployment benefit will be included; thus an Association paying 10s. per week from its own funds, and 7s. State benefit in accordance with the terms of its arrangement with the Board of Trade under §105, will be considered to be paying a maximum of 17s. per week. An Association paying 12s. in addition to the 7s. will not be able to obtain an emergency grant until the rate of 12s. is reduced by at least 2s. per week.

It is an absolute condition of any emergency grant that not more than 17s. per week is paid by the Association to any one member.

Rate of Unemployment.

VI. Emergency grants will not in general be made unless the Association can prove to the satisfaction of the Board that the rate of unemployment among the members is at least double the normal over a period of years. For this purpose the Association will be required to furnish the Board periodically with particulars of the unemployment experienced by the members, and may be required to furnish information as to unemployment experienced by them in past years, if they have not already furnished such information to the Board of Trade.

Levy on Members in Full Employment.

VII. The Association will be required to satisfy the Board that it has authorised a levy to be made on its members in full employment without any reduction in the ordinary rate of contribution prescribed by the rules.

The levy need not be imposed on members below the age of 21 years, or upon those members who do not contribute to the funds of the Association for the purpose of receiving unemployment benefit when unemployed.

The Board will take such steps as they may consider necessary to satisfy themselves that the levy is duly enforced, and the Association will be required to furnish periodically detailed statements showing the sums which have been received as the result of the levy. Such sums must be exclusively used for the purpose of paying unemployment benefit.

Amount of Emergency Grant.

VIII. The amount of emergency grant will vary having regard to the rate of levy, and the rate of levy will vary having regard to the maximum benefit paid, as set out in the following table :—

Maximum Rate of Benefit Paid.	Rate of levy to obtain an Emergency grant of One-sixth.	Rate of levy to obtain an Emergency Grant of One-third.
Exceeding 13s. but not exceeding 17s. ..	d. 3	d. 6
„ 13s. „ „ 15s. ..	2	4
Not exceeding 13s.	1	2

Thus an Association paying a maximum benefit of 17s. and levying the members in full employment 6d. per week, will, subject to its fulfilling the other conditions, obtain an emergency grant of one-third of its expenditure on unemployment benefit, which, together with the payment of one-sixth ordinarily obtainable under §106, will equal a total of one-half of the Association's expenditure. If such an Association decides to levy 3d. per week only it will obtain an emergency grant of one-sixth, which, with the repayment ordinarily obtainable under the Section, will equal a total of one-third of the expenditure.

An Association paying a rate of 10s., which decides to levy its members 2d. per week, will be able to obtain a total repayment under §106 and by way of Emergency Grant of half of its expenditure; if the levy is 1d. per week, it will be able to obtain altogether one-third of its expenditure.

When the Association has an arrangement with the Board of Trade under §105 in respect of its members compulsorily insured under Part II. of the Act the whole sum repaid to it in accordance with the terms of the arrangement will be excluded from the total sum in respect of which the emergency grant will be paid.

If the rate of benefit paid by the Association depends in part upon the number of children in the family of the member, the Board propose to assume for the purpose of the above table a family of four children. In cases where in addition to a cash payment an allowance is made, *e.g.*, for rent, the Board propose to assume that the allowance is made in every case.

Date from which Emergency Grant will be Payable.

IX. The emergency grants above referred to will ordinarily be made in respect of expenditure incurred after the application for a grant has been made and the necessary conditions have been fulfilled.

In addition, special emergency grants may also be made in respect of expenditure incurred between the 4th August, 1914, or any subsequent date, and the date when all the conditions for an emergency grant are fulfilled. Such retrospective grants will be subject to special conditions and the sum paid and the period in respect of which it is paid will depend on the circumstances in each case.

Payment of Claims.

X. Associations will be permitted to claim both the ordinary repayments and the emergency grants monthly, and payments in respect of such claims will be made about the middle of the month following that to which they relate.

All other conditions applicable to the payment of emergency grants, e.g., financial requirements, audit, etc., will be found in the Leaflet U.I. 103 referred to in paragraph III., which, together with forms of application for an emergency grant, U.I. 351, can be obtained on application to the General Manager, Board of Trade Labour Exchanges and Unemployment Insurance Department, Queen Anne's Chambers, Westminster, S.W.*

10. *Memorandum by the Admiralty and Army Council as to pensions and allowances in respect of seamen, marines and soldiers and their wives, widows and dependants.* 9th November, 1914. (Manual Suppl. No. 2, p. 158.)

[The minimum weekly scale of pensions for widows and children is as follows:—

I. *Pensions.* Widows with four, three, two, one or no children : 20s., 17s. 6d., 15s., 12s. 6d., 7s. 6d. respectively (each additional child 2s. more) ; motherless children, 5s. for the first three children and 4s. for each child in excess of three. Additional allowances to widows in cases of necessity after considering the recommendations of the local old age pension committee, and also to the dependants of unmarried men. Widows receive upon re-marriage £39. The payment in respect of children to be made for boys until the age of 14 (or if attending school until 16) and for girls until the age of 16. Separation allowance given for 26 weeks after notification of death.

II. *Disablement.* (a) Total minimum allowance, 16s. 6d. for married men without children and 14s. for unmarried men. These amounts may be increased at the discretion of the authorities, according to the number of dependants and other circumstances, up to a maximum of 23s. Soldiers and sailors who are insured under the Insurance Act will receive in normal cases 10s. a week for 26 weeks and 5s. a week thereafter so long as totally disabled, up to the age of 70 ; (b) partial : 17s. 6d.—3s. 6d. according to reduction of wage-earning capacity, number of dependants and other circumstances.

III. *Separation Allowances*† : For the period of the present war separation allowances to be paid to the wives and families of all soldiers, seamen and marines and also, under certain circumstances, to other dependants. The wife of a soldier with no, one, two, three or four children receives, respectively, 9s., 11s. 6d., 14s., 16s. 6d., 18s. 6d. a week, and of a seaman, 6s., 8s., 10s., 11s., 12s. (if he allots at least 20s. a month to his wife) ; for each additional child 2s. more ; motherless children receive 3s. ; London families receive an additional allowance of 3s. 6d. a week.]

11. *An Act to amend §46 of the National Health Insurance Act, 1911, as respects the present War.* (Ch. 15.) 27th November, 1914. (Manual Suppl. No. 2, p. 29.)

[The requirements as to proof of state of health and to making application within the prescribed time imposed by par. (h) of Sub-section (3) of §46 of the National Insurance Act, 1911, as conditions on which a seaman, marine, or

* This Circular was repealed in May, 1915.

† Cf. Memorandum dated 22nd September, 1914. (Manual, p. 209.)

soldier, on his discharge from service, can become entitled to benefits payable out of the Navy and Army fund, not to apply in the case of a seaman, marine or soldier who, on his discharge from service during or within the prescribed period after the conclusion of the present war is certified to be suffering from any disease or disablement or bodily or mental unfitness; but every such man to become entitled to benefits payable out of that fund as from the date of his discharge in like manner as if he had satisfied such requirements as aforesaid. Section 46 of the National Insurance Act, 1911, to apply to seamen and marines who have entered or enlisted for the purposes of the present war.]

12. *An Act to provide for the grant of pensions and other allowances to certain persons if disabled whilst employed abroad in connection with warlike operations, and to their dependants, and to amend the Injuries in War (Compensation) Act, 1914.* (Ch. 18.) 27th November, 1914. (Manual Suppl. No. 2, p. 31.)

[The Admiralty and Army Council to have power to frame pension schemes.] Disablement means disablement by personal injury or by sickness specifically attributable to the nature or conditions of the employment. The Injuries in War (Compensation) Act, 1914, to extend to pensions, grants and other allowances in respect of disablement by sickness specifically attributable to the nature and conditions of the employment in like manner as it applies to pensions, grants, and other allowances in respect of injuries.]

13. *The Aliens Restriction (Belgian Refugees) Order, 1914.* (No. 1700.) 28th November, 1914. (Manual Suppl. No. 2, p. 45.)

[A central register of Belgian refugees to be kept by the Registrar-General. Belgian refugees not to reside in prohibited areas without permission.]

* On 4th August, 1914, the Prime Minister appointed a Committee to advise on the measures necessary to deal with any distress that might arise in consequence of the war. The President of the Local Government Board, as Chairman of the Committee, appointed the following sub-committees: (1) Committee for London; (2) Committee on Urban Housing; (3) Central Committee on Women's Employment; (4) Committee on Distress among the Professional Classes; (5) Committee on Agricultural Districts. [Cf. Report on the Special Work of the Local Government Board arising out of the War (up to 31st December, 1914). London: Wyman & Sons, 1915; Cd. 7763; price 4½d.] The Committee attempted above all to prevent unemployment (circulars to employers; co-operation of Government departments by giving out contracts; assistance of the Road Board and Development Commission in promoting schemes). The National Relief Fund has made grants for the assistance of cases of distress; the administration of the fund is in the hands of an executive committee. (The amount of grants up to date [31st December, 1914] is £158,266.) The effects of the war on employment have been more severely felt in the case of women than men. The above-mentioned committee on women's employment assists local representative committees in the formulation of schemes of work which are directly under the control of the local committees; it has also established workrooms and inaugurated schemes for the training of women and girls and for experiments in the creation of new industries. [Cf. the reports of the Central Committee on Women's Employment: (1) General outline for special schemes of employment for women; (2) Memorandum on schemes of work for women temporarily unemployed owing to the war; (3) Notes as to women's workrooms; (4) Memorandum on training and instruction in connection with schemes of work for women and girls temporarily unemployed owing to the war; further: Interim Report Cd. 7,848, 1915 price 4½d. Wyman & Sons, London.]

The report of the Local Government Board deals further with the temporary accommodation of Belgian refugees; the relief of destitute aliens and British-born wives of interned aliens; the distribution of gifts sent by the Dominions and the United States.

A committee was formed by the Local Government Board on 27th October, 1914, to inquire into the question of how Belgian refugees could be best employed [Cf. Government

VI. Italy

Legge 16 dicembre 1914, n. 1362, sulla cedibilità degli stipendi degli impiegati e delle mercedi degli operai dipendenti dallo Stato. (Bollettino dell'Ufficio del Lavoro, Nuova Serie III., 62.)

Act No. 1362, relating to the transferability of the salaries of State employees and of the wages of State workers. Dated 16th December, 1914.

[Power conferred on the Deposit and Loan Fund to grant loans under certain conditions to State employees and workers.]

R. decreto 20 dicembre 1914, n. 1374, relativo alla formazione di Consorzi provinciali per acquisto di grano. (Bollettino dell'Ufficio del Lavoro, Nuova Serie, III., 51.)

Royal Decree No. 1374 relating to the establishment of Provincial Associations for the acquisition of cereals. Dated 20th December, 1914.

Decreto reale 31 dicembre 1914, n. 1465, da convertirsi in legge, col quale sono prorogati i termini stabiliti dagli articoli 3 e 6 del R. decreto 22 settembre 1914, n. 1028 che autorizza l'anticipazione di un fondo di 100 milioni alla Cassa depositi e prestiti per metterla in grado di concedere alle Provincie ed ai Comuni mutui per procurare lavoro ai disoccupati. (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 52.)

Royal Decree No. 1465 (to be converted into an Act) to prolong the periods stipulated in §§3 and 6 of the Royal Decree No. 1028, of 22nd September, 1914, which sanctions the granting of an advance of 100 millions to the Deposit and Loan Fund, in order to enable the said fund to grant loans to provinces and communes, for the purpose of procuring work for the unemployed. Dated 31st December, 1914.

R. decreto del 31 gennaio 1915, n. 52, recanta disposizioni per il finanziamento dei Consorzi granari provinciali. (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 51.)

Royal Decree No. 52 containing the provisions for the financing of the provincial Cereal Associations. Dated 31st January, 1915.

Belgian Refugees Committee. Departmental Committee of the Local Government Board to consider and report on questions arising in connection with the reception and employment of the Belgian refugees in this country. I. Report Cd. 7750, price 6½d. II. Minutes of evidence Cd. 7779, 1915, price 1s. 10d. Wyman & Sons, London].

Reference should also be made to the various reports published in the Board of Trade "Labour Gazette" (1915, p. 83) of the Committee appointed on 4th February, 1915, to inquire and report "after consultation with the representatives of employers and workmen, as to the best steps to be taken to ensure that the productive power of the employees in engineering and shipbuilding establishments working for Government purposes shall be made fully available so as to meet the needs of the nation in the present emergency," and the Report (Cd. 7866, price 1d.) of the Departmental Committee appointed by the President of the Board of Trade "to inquire into the causes for the present rise in the retail price of coal sold for domestic use, especially to the poorer classes of consumers in London and other centres." ("Labour Gazette," 1915, p. 116.)

On the question of the employment of children of school age, cf. "Correspondence relating to School Attendance between the Board of Education and certain Local Education Authorities since the outbreak of War" (Cd. 7803, price 2½d.; Wyman & Sons.)

5. *R. decreto-legge del 31 gennaio 1915, n. 50, col quale vengono temporaneamente aboliti i dazi di confine sul frumento, sugli altri cereali e sulle farine; si autorizzano i ministri dei lavori pubblici e della marina ad adottare provvedimenti necessari per facilitare i trasporti ferroviari e marittimi del grano e della farina di grano nel interno del Regno e viene data altresì facoltà al ministro del interno di ordinare l'accertamento nei prodotti anzidetti e di stabilire norme obbligatorie per la panificazione e per la vendita delle farine e del grano.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 51.)

Royal Decree No. 50, for the temporary suspension of customs duties on wheat and on other kinds of cereals and on flour, and to enable the Ministers of Labour and of Marine to take the necessary steps for facilitating the transport of cereals and grain flour by rail and water in the interior of the kingdom, and also to enable the Minister for the Interior to order the census of the existing stocks of the above-mentioned products and to draw up general rules for the manufacture of bread and the sale of flour and cereals. Dated 31st January, 1915.

6. *R. decreto 7 marzo 1915: Provvedimenti per la produzione di un tipo unico di pane.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 72.)

Royal Decree: Provisions for the manufacture of one kind of bread only. Dated 7th March, 1915.

§7. The Prefects shall see that where the necessity thereof is recognised, derogations from the regulations in force, relating to night-work for bakers and to Sunday and holiday rest, shall be allowed.

7. *Decreto ministeriale 18 marzo 1915: Provvedimenti per la produzione di un tipo unico di pane.* (Bollettino dell'Ufficio del Lavoro; Nuova Serie III., 87.)

Ministerial Decree: Provisions for the manufacture of one kind of bread only. Dated 18th March, 1915.

VII. Netherlands

1. *Wet van den 3den Augustus 1914, tot aanvulling der Onteigeningswet ten voorkoming van vasthouding en prijsopdrijving van waren.* (Staatsblad No. 351.)

Act to supplement the Expropriation Act promulgated to prevent the holding back of stores and the raising of the prices of provisions. Dated 3rd August, 1914.

[Should war threaten, or in the event of war, the Mayors shall have the power, in pursuance of a general authorisation by the Minister for Agriculture immediately to sequester, without further formalities, all provisions and their raw materials, household appliances and fuels.]

2. *Besluit van den 28sten Augustus 1914, tot nadere aanvulling van het Koninklijk besluit van den 5den December 1902 (Staatsblad No. 206), laatstelijk gewijzigd bij Koninklijk besluit van 30 Mei 1914 (Staatsblad No. 219), tot vaststelling van een algemeenen maatregel van bestuur, als bedoeld in de artikelen 52, tweede en derde lid, en 59 sub. 1, 3 en 4, der Ongevallenwet 1901. (Staatsblad No. 434.)*

Decree to further supplement the Royal Decree of 5th December, 1902, in its final form, as amended in the Royal Decree of 30th May, 1914, to draw up regulations in pursuance of §52, paragraphs (2) and (3), and §59, Nos. 1, 3 and 4 of the Act of 1901, relating to accidents. Dated 28th August, 1914.

3. *Besluit van den 2den November 1914, tot overbrenging van de zorg voor de uitvoering van wetten en Koninklijke besluiten betreffende arbeidersverzekering en betreffende den geld- en fondsenhandel in de tegenwoordige buitengewone omstandigheden, van het Departement van Landbouw, Nijverheid en Handel naar dat van Financien. (Staatsblad No. 514.)*

Decree to transfer, in view of the present abnormal conditions, the execution of Acts and Royal Decrees relating to workmen's insurance and transactions in regard to money and securities from the Department for Agriculture, Industry and Commerce to the Finance Department. Dated 2nd November 1914.

4. *Wet van den 21sten December 1914, houdende bijzondere maatregelen ten opzichte van de Kamers van arbeid, met het oog op de tegenwoordige buitengewone omstandigheden. (Staatsblad No. 571.)*

Act, containing special regulations with respect to Chambers of Commerce, drawn up in view of the present abnormal conditions. Dated 21st December, 1914.

[Concerns the elections and voting for the year 1915.]

VIII. Roumania

Lege speciala autorizând luarea de masuri exceptionale. 23 Decembrie 1914. (Monitorul Oficial No. 217, 24 Decembrie 1914.)

Special Act authorising the adoption of exceptional measures. Dated 23rd December, 1914/5th January, 1915.

Section 18. . . . Tradesmen and manufacturers whose establishments remain open during the period of mobilisation and who employ, in respect of their undertakings, more than five workmen and clerks, married or with family responsibilities and not less than two years in their service, shall be compelled to pay to the latter for the duration of the mobilisation one-half the amount of the salaries due, in accordance with the provisions of §19. Such pay will serve for the maintenance of the family of the person mobilised.

After the demobilisation, all civil* and commercial functionaries shall be automatically reinstated in their office.

* As a civil functionary, within the meaning of the present Act, shall be understood any functionary or clerk, of whatever class, who is in receipt of a monthly remuneration out of the funds of the State, the Departments, the Communes, public institutions, or institutions of public utility placed under State control, credit institutions enjoying privileges granted by the State, limited liability companies, and, finally, of any institution or foundation over which the State, the Departments or the Communes exercise a right of control or supervision, and whose annual budgets are submitted for their approval.

20. From the date of the Decree of mobilisation and until the conclusion of the same, the following measures shall be enforced in order to assist the families of officers and of persons recalled to active service, of reserve officers of War Office officials and of non-commissioned officers who, in pursuance of the provisions of the present Act, are entitled to remuneration during the mobilisation :—

(a) Should one of the above-mentioned mobilised persons have a wife or an only child, one-third of his pay or salary shall be payable to the wife or to the child ;

(b) Should he have a wife and one child, these shall be entitled to one-half ;

(c) Should he have a wife and several children, they shall together be entitled to two-thirds ;

(d) Should he have several children, they shall be entitled to one-half ;

The written Order for these proportions of the pay shall be issued by the Minister for War direct to the wife in her name, and, failing such, the titular shall designate the person whom he authorises to draw the share which, in pursuance of the Act, is due to the children.

(e) Where, failing wife or children, the titular has a father, mother, brother or sister maintained by him, the latter shall be granted the share which the mobilised person shall declare in writing he wishes to be attributed to them for their maintenance, designating the person who shall be entitled to draw the money at the War Office.

21. No attachment, sequestration, proceedings, or stoppages in regard to the salaries or pay due to persons mobilised shall be permissible for the duration of the mobilisation, under whatever pretext, in respect of any debt, even if privileged.

Should such attachment, sequestration, proceedings or stoppages have already been in part carried into effect, they shall be suspended from the date of the decree of mobilisation, and until one month after the decree of demobilisation.

22. The families of all persons mobilised, whether privates or non-commissioned officers, who are not also civil functionaries, shall, from the date of the mobilisation and until 15 days after the decree of declaring a state of peace, receive the following subsidies from the State :—

(a) In rural communes, 15 francs per month for each family ;

(b) In urban communes, 20 francs per month for each family.

In addition to the said fixed monthly subsidies, the families of persons mobilised may be assisted, both in rural and in urban communes, by distributions of work, of food, and of other necessities, by medical attendance, care of the children in shelters and crèches, and, even if need be, by an increase of the above-mentioned cash subsidies.

For this purpose, an institution shall be established called the "Combatants' Families Institution," which shall be a legal corporation.

The said Institution shall be administered by a Central Committee, having its headquarters in Bucharest, and composed of :—The Minister for Agriculture and Domains, or his delegate, the mayor of the capital, the rector of the university, the prefect of police of the capital, the director of the Roumanian railways, the director-general of the administration of State monopolies, the prefect of the department of Ilfov, the secretaries-general at the Ministries for the Interior and for War, the President of the Chamber of Commerce in Bucharest, the director of the Central Fund of the people's banks, the director

of the Central Fund for mechanics, the administrators of the School and Church Fund, and 15 influential citizens nominated by the Council of Ministers.

The Central Committee shall be assisted by departmental committees in the chief town of every department, except that of Ilfov, and by communal committees in every urban commune, which is not the chief town of a department, and in rural communes.

The departmental committees shall be composed of :—The prefect, the mayor, the president of the departmental council, the chief medical officer of the department, the archpriest of the department, the principal tax collector, the examiner of schools, and five influential citizens nominated by the municipal council.

In towns in which are situate a university, a Bishop's See, a Chamber of Commerce and a prefecture of police, the committee shall include *ex-officio* the rector, the metropolitan or bishop, as the case may be, in place of the archpriest, the president of the Chamber of Commerce, and the prefect of police.

In every urban commune, which is not the chief city of a department, and also in rural communes, the communal committees shall comprise :—The mayor of the commune, one priest, one teacher (the two latter to be nominated by the communal council should there be several in the commune), the president of the people's bank, and one landowner or farmer nominated by the departmental committee.

The functions of the members of the Central Committee and of the departmental and communal committees shall be honorary.

The said committees shall constitute the authorised agencies throughout the country for collecting the funds and distributing the relief.

They shall have the right to call upon any existing association to co-operate with them in the carrying out of their functions.

No other society, association, or person shall be permitted to collect funds for the above-mentioned purpose, without the consent of the Central Committee or of the departmental or communal committees. Any sums or effects collected shall be handed over to the respective committee.

25. Cultivable land not exceeding 5 hectares (app. 12½ acres) in extent, held as freehold property, or on a farming contract by men of the lower mobilised ranks, in the classes enumerated in §22, shall be cultivated collectively free of charge by the able-bodied population remaining in the commune.

For the carrying out of the said work, recourse may, upon the request of the communal committee, be had to compulsion by administrative order.

With respect to losses resulting from the non-execution of such agricultural work, provided it was ordered in due time, all the inhabitants of the commune who did not carry out the compulsory work shall be jointly and severally responsible in regard to any actions brought by the parties interested.

In the event of an action being brought, the said inhabitants shall be considered as forming a village association, and shall be summoned by means of a single writ and collective citation, in accordance with the procedure valid at the court before which the action is brought.

27. [Fixing of maximum prices.]

IX. Russia

The legal regulations promulgated in Russia for the care of persons in the lower military ranks and of their families, as well as those relating to their pensions, have been compiled in the publication: "Guide to the provisions made for persons in the lower military ranks and their families, and the regulation of pensions for such persons," edited by A. P. Tjutschew, St. Petersburg 1915. Price 50 kopecks.

The "Order of 25th June-8th July, 1912, relating to provision for persons in the lower military ranks and of their families" (§§1-82 = §§807-888 of the Pension Order, Continuation; see the publication named above, p. 1), serves as a basis. In pursuance of this Order (§8 = §814 of the P.O.), the annual pension of persons in the lower military ranks amounts, as a rule, in Class I, to 216 roubles, in the event of total disablement (100 per cent.) combined with the necessity for constant care by third persons; in Class II., to 168 roubles in the event of total disablement (100 per cent.), not entailing constant care by third persons; in Class III., to 108 roubles, in the event of serious reduction in earning capacity (70 to 100 per cent.); in Class IV., to 66 roubles, in the event of an average reduction of earning capacity of from 40 to 70 per cent.; and in Class V. to 30 roubles, in the event of a slight reduction in earning capacity (10 to 40 per cent.). The said amounts are increased by 10 per cent. in the case of non-commissioned officers who have served for not less than one year in this capacity, and by 20 per cent. for men who have served for not less than five years beyond their regular period of service (§10 = §816 of P.O.). The widows and orphans having lost both parents of the following persons are entitled to a pension (§45 = §851 of the P.O.):—(1) Victims of the war, who die within not less than one year after the signing of peace; (2) those who die within from one to five years of the signing of peace, provided the death is proved to be a direct consequence of the war; (3) those who die within three years at most of the termination of their period of service in consequence of military service in times of peace; (4) pensioners married not less than one year before their death. The widows' pensions (§46 = §852 of the P.O.) amount to 84 roubles for the widows of non-commissioned officers, etc., with not less than five years' re-enlistment service; 60 roubles for the widows of non-commissioned officers of not less than one year's re-enlistment service; and 48 roubles for the widows of all persons in the lower military ranks. The pensions for orphans having lost both parents (§49 = §855 of the P.O.) under the age of 17 years amount to one-half the pension of the mother in the case of one child, three-quarters of the pension of the mother in the case of two children, and the full pension of the mother in the case of three or more children.

Chapter IV. of this Order deals with:—

Provision for the families of persons in the lower military ranks, who are on active service in the mobilised sections of the Army or Navy, the home defence forces or the second reserves. The following is the text of the most important provisions:—

60. The families of persons in the lower military ranks shall be considered entitled to the maintenance allowance in pursuance of No. 3 of §807 of the P.O. if the said persons:

(1) were called to the colours at the time of mobilisation, to date from the day upon which they joined;

(2) were, at the time of mobilisation, retained on active service beyond the period of their peace service, to date from the day of the termination of the latter;

(3) were, at the time of mobilisation, taken on active service as volunteers, to date from the day upon which they joined ;

(4) have joined the home defence forces, to date from the day upon which they joined the said forces ; or

(5) have joined the second reserves, established by Order of the Military Authorities, to date from the day upon which they joined the said reserves.

The families of persons in the lower military ranks who, in consequence of partial or total unfitness for military service due to wounds, injuries or sickness, have returned home from the home defence sections of the Army from the second reserves, shall continue to draw the maintenance allowances granted them, even after the return of the said persons from the forces, but not after the periods fixed in Nos. 2 and 3 of §885 of the P.O. (§866 of the P.O.).

61. The following members of the families designated in the foregoing Section, shall be entitled to a maintenance allowance :—

(1) The wife and the children of persons in military service, and

(2) the father, mother, grandfather, grandmother, brothers and sisters of the said persons, provided they are dependent upon the work of the latter. (§867 of the P.O.).

NOTE.—The families of persons in the lower military ranks, who are members of the Old Faith or Sectarians and whose marriages, although not entered in the official registers, are valid in law, in virtue of the testimony of the local Authorities (gmina, stanitz, or in the Caucasus, village authority), shall be assisted in the same way as the families of persons whose marriages are entered on the marriage registers (§867, Note to P.O.).

62. Persons and institutions charged with the administration of the benefit, shall concern themselves especially with the care of the families of those persons in the lower military ranks, whether under orders to join the colours or on active service, who are widowers and whose families comprise minors or persons under age, or whose wives are incapable of looking after their own children, owing to absence, sickness or infirmity, or who lead an immoral life, so that the children cannot possibly be left in their care. At the same time, with respect to the minors and children under age referred to in the present Section, measures shall immediately be adopted to establish proper supervision or guardianship, in pursuance of the legal regulations (§868 of the P.O.).

63. The persons designated in §867 of the P.O. shall be entitled to receive a maintenance grant in cash for the calculation of which not less than 1 pood and 28 lbs. of flour, 10 lbs. of groats, 4 lbs. of salt and 1 lb. of hemp oil shall be allowed per month and per person ; for each child under the age of 15 years, a maintenance allowance of one-half the value of the above-mentioned articles shall be granted (§869 of the P.O.).

64. The able-bodied sons and daughters of persons called to the colours, who have completed the seventeenth year of their age, as well as the married daughters, shall lose their right to assistance. In the event of the proved incapacity for work of any of the above-mentioned persons, except married daughters, they shall retain their right to assistance even if they are above the stipulated age (§870 of the P.O.).

65. Immediately upon the declaration of war, the value of the provisions comprised in the rations (food allowances) shall be fixed in every locality (commune, district ; gmina, stanitz) by the competent Government (Provincial) Authority or the corresponding institutions, with the direct participation of the Administrators of the Domain and Control Courts or their substitutes.

While the assistance is being given, the value of the rations shall be revised on 1st September of each year, as well as upon the occasion of any important modification in the prices of provisions (§871 of the P.O.).

66. Simultaneously with the mobilisation declaration an exact local inquiry into the size of the families of the persons called up shall be undertaken in the districts affected (§872 of the P.O.).

67-75. [Inquiry into the size of the families through special Care Committees; election and supervision of these Committees; reports to be submitted by the Committees to the Circuit Assemblies, which fix the amount of the assistance for each individual family and communicate the same to the Government Authority, in order to obtain the necessary credits out of the State Fund; approval of proceedings; paying out of credits and accounts—65,575,000 roubles were granted in the first instance by Ministerial decision of 1st/14th August, 1912 (§873-881 of the P.O.).]

76. The maintenance allowances to families in need of assistance shall be paid out by the local (gmina, stanitza, or in the Caucasus, village) authorities, in the presence of a member of the Care Committee as well as by the Town Boards; in rural communes they shall be distributed four times a year in advance (March, June, September and December); in urban communes and after the commencement of hostilities also in rural communes, every month in advance (§882 of the P.O.).

NOTE.—The absence of the member of the Care Committee shall not hinder the paying out of the maintenance allowances to the persons in need of assistance (§882 of the P.O.).

77. [Inspection in order to ascertain modifications in the sizes of the families in receipt of assistance (§883 of the P.O.).]

78. [The Communes to bear all the incidental expenses (§884 of the P.O.).]

79. The assistance shall be continued :—

(1) Until the person in the lower military ranks who is responsible for the maintenance of the family in receipt of assistance leaves the service and returns to his family;

(2) Until a pension out of State Funds is granted to the person in the lower military ranks, who has returned home in consequence of invalidity or to the widow and orphans of such a person in military service who has fallen or disappeared, leaving no trace; and

(3) In all other cases, for not more than one year after the publication of the Imperial Order for the resumption of a state of peace or for the disbandment of the particular section of the army or for the dismissal of the home defence forces, or of the second reserves (§885 of the P.O.).

The assistance to be given persons in the lower military ranks, to whom the Order of 25th June/8th July, 1912, does not apply, is regulated by §§36, 37¹ and 37² of the Order relating to War Benefits (*ibid.* p. 30). In pursuance of the provisions of the said Order, persons in the lower military ranks who while on active service, are rendered unfit so to continue, as well as persons in the lower ranks of the reserves who are maimed during mobilisation, should they thus become unfit for work, and not be possessed of the means necessary for their own support nor have relatives willing to undertake the responsibility for their maintenance, receive three roubles per month out of the State Funds; those amongst them who are acknowledged to require personal care by third persons are to be accommodated in almshouses and benevolent institutions and

should there be no vacancy, boarded with charitable persons and an allowance not exceeding six roubles per month is to be paid for their maintenance out of State funds. Persons in the lower military ranks, who become incapacitated for work after their dismissal to the reserves, owing to wounds, injuries or sickness contracted whilst on active military service, as well as soldiers of the home defence forces of the 1st and 2nd classes, who become incapacitated for work whilst on active service as a result of wounds or injuries, are also entitled to benefit by the above-mentioned measures respecting assistance and maintenance. The provisions referred to do not only apply to the above-mentioned persons in the lower military ranks, to which the Order of 25th June/8th July, 1912, does not apply; they apply also to persons in the lower ranks of the Militia in the Caucasian rural district, who have become crippled as a result of wounds received during the war, should they thus have become incapacitated for work and not be possessed of private means for their own support, nor have any relations willing to undertake responsibility for their maintenance, and to persons in military service in the Turcoman cavalry division. The manner in which the assistance is to be granted to all the persons in the lower military ranks designated above, to which the Section in question applies, is fixed by special regulations. (For these regulations, see *ibid.* p. 32.)

The following Decrees explain and supplement the provisions mentioned above :—

(1) Classification of the illnesses and physical injuries which entail the loss, or a reduction of earning capacity and entitle persons in the lower military ranks to a pension in pursuance of the Act of 25th June/8th July, 1912 (*ibid.* 57), sanctioned on 5th/18th February, 1913, by the Chief of the Ministry for the Interior, in agreement with the Ministers for Finance, for War, and of Marine;

(2) Notice relating to the application of the classification of the illnesses and physical injuries which entail the loss of earning capacity and entitle persons in military service in the lower ranks to a pension in pursuance of the Act of 25th June/8th July, 1912 (*ibid.* 63), sanctioned on 5th-18th February by the Chief of the Ministry for the Interior in agreement with the Ministers for Finance, War, and Marine;

(3) Notice, relating to the manner of granting and paying out maintenance grants and fares for persons in the lower military ranks, for their journey to the places fixed for examinations or re-examinations for fixing the admissibility of applications for pensions in pursuance of the Act of 25th June/8th July, 1912 (*ibid.* 67), sanctioned on 5th/18th February, 1913, by the Chief of the Ministry for the Interior, in agreement with the Minister for Finance and the Imperial Controller;

(4) Notice relating to the manner of paying out the pensions granted in pursuance of the Act of 25th June/8th July, 1912, with respect to provision for persons in the lower military ranks and for their families, by the local (gmina, stanitz, and, in the Caucasus, village) authority and relating to the manner of forwarding such pensions through the local pay offices to the Provincial Administrations, and to the institutions which represent them; sanctioned on 7th/20th November, 1913, by the Minister for Finance in agreement with the Minister for the Interior and the Imperial Controller.

The following measures making provision for soldiers and their families and labour regulations have been adopted in Russia since the outbreak of the war :—

1. Circular letter addressed to the officials of the Factory Inspection Department by the section for Industrial Labour of the Industrial Department at the Ministry for Commerce and Industry. No. 6108. Dated 12/14th August, 1914.

The number of workers at the disposal of our industry has been markedly reduced in consequence of the mobilisation. This circumstance has tended to create a serious shortage of labour in many factories and works, which threatened seriously to disorganise the work of these undertakings, many of which are called on to supply the requirements of our Army and Navy, which is of the utmost importance at the present. At the same time, from information on hand, it is clear that very many establishments, mostly of small importance, are being closed down for one reason or another, thus throwing out of work groups of workers, not numerous individually, but which, taken as a whole, undoubtedly represent a fairly considerable number. If a kind of information service with respect to offers and inquiries for work were to be established, the dismissed workers might, to a certain extent, serve to supplement the labour in the above-mentioned factories and works, which are not seeking a solution out of their difficulties by closing down. In this manner, on the one hand, workers who no longer draw wages would be given an opportunity of again procuring work, and, on the other hand, it would be possible to bring into more or less normal working again those industrial establishments which are now threatened with disorganisation, and to prevent a further spread of the stoppage in factories and works.

In view of these circumstances, it would be most desirable for the officials of the Factory Inspection Department to undertake energetically the duties of the Labour Exchange and to direct inquiries for work to those parts where there exists a demand for labour. To carry out this task, the officials of the Factory Inspection Department should notify the industrial organisations, where such exist, in the various Governments or Districts, or the owners of undertakings who, according to the information to hand, may have to close down and might require more hands or, finally, those institutions which, in the opinion of the senior Factory Inspector, might be of assistance in the matter (*e.g.* Administrative Authorities in towns and Zemstvos, Exchange Boards, etc.), of any information they may obtain concerning the closing of industrial establishments and consequently of fresh inquiries for work. At the same time, a Report relating to the closing down of undertakings, shall be sent to the Department for Industry.

The Department for Industry, whilst requesting the officials of the Factory Inspection Department to participate actively in the carrying out of the measures introduced, also expresses the hope that this task will be approached on the part of the factory inspectors with intelligent interest, and that they will do everything in their power to ensure its success.

2. Order of the Ministerial Council, sanctioned by H.I. Majesty, relating to the care of families of paid servants in central and local institutions as well as the families of paid labourers, workers and subordinate officials in State works, factories, workshops, and similar establishments called out on active service. Dated 9th-22nd August, 1914.

[The families of the former receive:—(1) full wages if they consist of wife and more than five children; (2) three-quarters of the wages if they consist of wife and from four to five children; (3) two-thirds of the wages if they consist of a wife and not more than three children; (4) one-half the wages in the case of the wife alone; (5) one-third of the wages in the case of dependent parents, grandparents, brothers and sisters; in the event of the family consisting—besides the wife and children—of parents, grandparents, brothers and sisters below the age of twelve years, these shall be reckoned as one child each. The families of the latter receive, in addition to the maintenance allowance in pursuance of §869 of the Pension Order: (1) one-half the wages, if they consist of wife and more than three children; (2) one-third the wages if they consist of wife and not more than three children; (3) one-quarter of the wages in the case of the wife alone; each other member of such families (*cf.* above) is reckoned as one child.]

3. Personal Decree by H.I. Majesty relating to the establishment of a Superior Council for the care of persons called up for military service, as well as of the families of wounded and fallen soldiers on active service. Dated 11th–24th August, 1914.
4. Measures adopted by the Government for relieving the families of reservists and of soldiers of the home defence forces called up on active service in Asiatic Russia. Published on 28th August/10th September, 1914.
[Failing arrangements with the Zemstvos, the work of giving relief is entrusted in Asiatic Russia to the local officials of the Emigration Boards.]
5. Special Circular of the Ministerial Council relating to the manner of applying the Act of 25th June/8th July, 1912, concerning provision for the families of persons in the lower military ranks, who are on active service with the mobilised sections of the Army and Navy, the home defence forces or the second Reserves. Dated 19th August/1st September, 1914.
6. Personal Order by H.I. Majesty relating to the co-operation of the Zemstvos and civic institutions and of social activity for the assistance of the families of reservists and of soldiers of the home defence forces called up on active military service. Dated 29th August/11th September, 1914.
7. Regulations relating to the release of prisoners of war to work in private industrial undertakings. Dated 17th/30th March, 1915.
 - i. In addition to the release of prisoners of war for work in State and public works on behalf of the proper authorities, for work on railways belonging to private companies and for agricultural work on behalf of the county councils (Zemstvo)—in pursuance of the provisions sanctioned by the Ministerial Council on 16th–20th September, 1914, 10th–23rd October of the same year, and 17th February/2nd March and 28th February, 13th March, 1915, prisoners of war may be released for work away from the seat of the war, for private undertakings in mining, smelting, and manufacturing industries, and other large industrial undertakings, possessing the importance of State or public works, subject to the following regulations (§§2–16):—

2. For work as described in §1, prisoners of war shall be released for each undertaking in groups of not less than 25 persons, provided that the number of prisoners shall not exceed 15 per cent. of the total number of workers in the undertaking concerned. The Minister for War, in agreement with the competent Ministries, may increase this percentage.

3. The undertakings, designated in §1, desirous of obtaining prisoners of war for the carrying out of work on their account, shall submit an application for the same to the competent factory inspectors, district engineers, or other corresponding officials. This application shall be forwarded by the above-mentioned officials to the local Governor for observation, who shall finally send it, together with his decision, to the Chief Office of the General Staff.

4. Applications made by private undertakings for the release of prisoners of war for the carrying out of work (§3) shall contain the following information:—

(a) the particular kind of work for which the release of prisoners is desired;

(b) what railway stations or steamship landing-places shall serve as the destination of the prisoners;

(c) the number of prisoners for each destination;

(d) as far as possible the period for which the prisoners are desired;

(e) the standing and surname of the persons authorised by the administration of the undertaking to receive the prisoners at each destination.

5. The application required under §4 shall be accompanied by a written declaration by the head of the undertaking that he is willing to comply with the conditions contained in the present regulations, which the undertaking in question must observe in making use of the work of prisoners.

6. On receipt of the decisions with respect to applications by private undertakings, sent through the Governors, for the release of prisoners of war for purposes of work, the Chief Office of the General Staff shall grant the said applications to the extent rendered possible by actual circumstances, and notify the Governors of the orders made concerning the despatch of groups of prisoners to the various destinations, the numbers in each group, the probable time of their arrival, and the place of departure.

7. Upon the request of a private undertaking (in which case this shall be noted in the application, §3, for prisoners), the persons duly authorised to take over the prisoners shall be admitted to the places from which the prisoners are sent off, for the purpose of directly choosing men with the necessary special knowledge. Such prisoners of war shall then be given over to the undertaking concerned, in so far as the local Military Authority does not encounter any special difficulties in the matter.

8. The delivery of the prisoners of war, the conveying of them to the workplace, and the expense of returning the prisoners for the purpose of handing them back to the Military Authority; further, the maintenance of the prisoners—i.e., housing, feeding, medical attendance, supply of clothing, shoes, underclothes, and of necessary tools, as well as the cost of supervision—shall be at the charge of the undertaking. Separate accounts shall be kept for each of the enumerated expenditures. As far as possible, the prisoners of war shall have the same rations as men of the lower ranks. The accommodation for prisoners of war, which shall be suitably guarded, shall under all circumstances be separate from that for the remaining workers.

9. The prisoners of war applied for by private undertakings shall only be supplied to the latter to work for wages, the amounts of which shall be fixed by the undertakings in accordance with the existing local rates for each class of work. Not less than one-third of the wages earned by the prisoners shall be transferred to a special fund and paid into specially-opened accounts of the competent Ministries at their annuity deposit offices, and the undertakings shall keep separate accounts for each prisoner of war with respect to the amounts in this fund. Out of the remaining portion of the wages of the prisoners, all the expenditure entailed on the undertaking, in pursuance of the present provisions, shall be defrayed. Out of the remaining portion of the wages the undertakings may likewise allow those prisoners of war who distinguish themselves by their industry an allowance for the improvement of their rations, but not more than 20 kopecks per man per working day. This amount may be handed over to each working prisoner, after having been entered in his special account book. Any portion of the wages which may still remain shall be added to the special fund mentioned in the present section for the personal account of each prisoner of war.

10. When the prisoners are taken over by the person authorised by the undertaking to receive them, a list of the names of the prisoners taken over shall be drawn up and signed by the said person and by the person handing them over. With the signing of this list the prisoners shall pass under the charge of the Government Authority, and all expenses shall be borne by the undertaking taking over the prisoners.

11. The supervision with respect to the observance of all obligations which the private undertakings have incurred in regard to the prisoners supplied to them shall fall on the local Government Authority, and shall be carried out by them with the co-operation of the officials of the Factory and Mining Inspectorates and the police.

12. As regards the duration and arrangement of the working hours, the prisoners shall be subject to the general rules of internal management established for the undertaking concerned.

13. General control as regards the supervision of prisoners of war working in private undertakings shall rest with the Government Administration. The supervision shall be carried out by the local police, for whose assistance, by the orders of the Government Authority, special guards shall be appointed in accordance with the actual requirements, on account of the undertaking concerned. The resulting expenses shall be defrayed out of the two-thirds of the wages of the prisoners retained by the undertaking (§9).

14. With respect to all changes in the conditions of the prisoners (death, sickness, etc.), and also in the event of any prisoners escaping, or of any other very important occurrence, the management of the undertaking shall immediately notify the Government Authority, and the latter shall transmit the report to the Chief Office of the General Staff without delay.

15. Should prisoners of war commit criminal acts, punishable under the Penal Code, they shall be handed over to the local Military Administration.

16. In pursuance of the Order of 7th-20th October, 1914, relating to prisoners of war, sanctioned by His Imperial Majesty (Legislative Code §2568), immediately upon request by the Ministry for War the prisoners of war shall again be placed at the disposal of the said Ministry.

17. More detailed instructions as regards the application of the present provisions shall be supplied to the private undertakings by the Governors, and the latter shall apply to the Chief Office of the General Staff for the elucidation of any differences of opinion that may arise.

X. Sweden *

1. *Kungl. Maj: ts nadiga förordning om understöd i vissa fall at sadan värnplikts familj, som fullgör tjänstgöring till rikets försvar. Den 11 augusti 1914. (Soc. Medd. 1914, 719.)*

Royal Decree respecting the granting of assistance, under certain circumstances, to the families of persons liable to military service who render service for the defence of the kingdom. Dated 13th August, 1914.

For the period during which a person liable to military service is called up for service in defence of the kingdom or is retained for the same purpose after the conclusion of peace, his family, including those persons enumerated in the Act relating to persons liable to military service, §16, No. 2, shall receive an allowance out of State funds amounting to 1 kr. for every day the said person remains in the service (including the day he joins and the day of his dismissal) together with a supplementary allowance of 25 öre per day for every child under the age of 15 years, should the family be in need of such a maintenance allowance, as provided for in the present Order.

Detailed provisions, relating to the conditions under which the above mentioned allowances shall be granted and, in general, to the application of the present Order, shall be promulgated by the King.

The present Order shall come into force immediately; in regard to persons liable to military service who, during the year preceding the coming into force of the present Order, had already been called up for the defence of the kingdom the said allowance shall be granted as from the day on which they took up their duties.

2. *Kungl. Maj: ts nadiga kungörelse angående tillämpning av förordningen den 13 augusti 1914 om understöd i vissa fall at sadan värnplikts familj som fullgör tjänstgöring till rikets försvar. Den 14 augusti 1914. (Soc. Medd. 1914, 720.)*

Royal Notification relating to the application of the Order of 13th August, 1914, concerning the allowances to be granted, under certain conditions, to the families of such persons liable to military service, who render services for the defence of the Kingdom. Dated 14th August, 1914.

3. *Kungl. Maj: ts nadiga kungörelse om ändrad lydelse av §2 i förordningen den 1 juni 1912 om understöd i vissa fall at värnplikts hustru och barn (familjeunderstöd). Den 17 september 1914. (Soc. Medd. 1914, 104.)*

Royal Notification to amend §2 of the Order of 1st June, 1912,† relating to the allowances to be granted, in certain cases, to the wives and children of persons liable to military service (allowances to families). Dated 17th September, 1914.

* With respect to the work of the State Commissions established immediately after the beginning of the European Crisis on 10th, 11th and 13th August, 1914 (Unemployment Commission, Industrial Commission, Foodstuffs Commission, and War Insurance Commission), see "Sociala Meddelanden" of the Swedish "Socialstyrelse" 1914, pp. 70, 843, 1101, 1221, ; 1915, pp. 87, 193.

† The said Order is worded as follows:—

Kungl. Maj: ts nadiga förordning om understöd i vissa fall at värnplikts hustru och barn (familjeunderstöd). Den 1. juni 1912. (Soc. Medd. 1914, 715.)

Royal Order relating to the allowances to be granted, in certain cases, to the wives and children of persons liable to military service (allowances to families). Dated 1st June, 1912.

The allowance shall be paid at the following rate for every day which the person liable to military service shall be entitled to claim as a service-day (including the day of admission and the day of dismissal) :—

for an able-bodied wife and 1 child	75 öre
„ „ „ 2 or more children	100 öre
„ a less able-bodied wife	75 öre
„ „ „ and 1 child	100 öre
„ „ „ 2 or more children	125 öre
„ 1 child where the father is a widower or separated ..	75 öre
„ 2 or more children where the father is a widower or separated	100 öre

For the period during which the person liable to military service participates in the training of reserves or of the Landsturm, the allowance shall be increased by 40 per cent.

Illegitimate children shall have the same rights in regard to the allowance as legitimate children.

No allowance shall be granted to able-bodied wives without children.

The present Notification shall apply from the commencement of the 1914 autumn training period for recruits (inclusive).

4. *Kungl. Maj : ts nädiga kungörelse angående understöd at medellösa arbetslösa samt bidrag av statsmedel därtill.* Den 28 september 1914. (Soc. Medd. 1914, 858.)

Royal Notification relating to the allowances to be granted to the destitute unemployed, and to State subsidies* for the same. Dated 28th September, 1914.

1. Where, in pursuance of the provisions of the present Notification, an allowance has been granted to an unemployed person out of funds set aside for the purpose by a commune or a provincial assembly (Landsting), the commune or provincial assembly concerned shall be entitled, in regard to the allowance

1. For the period during which, in times of peace, a person liable to military service fulfils his military duties in pursuance of the existing regulations, his wife and children shall be entitled to allowances out of State funds in accordance with the rates fixed in the present Order, in so far as the necessity for such maintenance allowances shall be proved.

2. [Replaced by the above-mentioned Notification of 17th September, 1914.]

3. The person liable to military service shall himself contribute towards the allowances to which his wife and children are entitled, to the extent of the whole of his additional cash pay (penningtillskott), should he be in receipt of such, as also of that portion of his cash pay (penningbidraget) which exceeds 20 öre per day.

4. Detailed provisions, relating to the conditions under which allowances shall be granted and relating in general to the application of the present Order, shall be promulgated by the King.

The present Order shall come into force on 1st December, 1912.

Appertaining thereto :—

Kungl. Maj : ts nädiga förordning angående tillämpning av förordningen den 1 juni 1912 om understöd i vissa fall at värnpliktigs hustru och barn (familjeunderstöd). Den 10. juni 1912. (Soc. Medd. 1914, 716.)

Royal Order relating to the application of the Order of 1st June, 1912, concerning the allowances to be granted, in certain cases, to the wives and children of persons liable to military service (allowances to families). Dated 10th June, 1912.

* In virtue of a decision by the Reichstag, 5,000,000 Kroner have been set aside for this purpose.

thus granted, to a subsidy out of State funds, in the proportion stipulated in the following provisions.

The State subsidy shall only be applied in respect of allowances granted to Swedish citizens of unblemished character, domiciled within the country, and to their families, provided the applicants :—

- (1) are over 15 years of age,
- (2) are able-bodied,
- (3) have not been admitted to a workhouse during the year 1911 for any reason other than sickness and have only quite occasionally during the same year before 1st August been in receipt of assistance from the outdoor relief department either for themselves or their families ;
- (4) shall have applied for work at a public labour exchange, but not found any ; and
- (5) shall have been in need of such assistance in consequence of undeserved unemployment for a period of not less than six days after the application for assistance was submitted.

A State subsidy may not be claimed for a period preceding the day on which the application was submitted.

2. The application for assistance shall be submitted to the Unemployment and Relief Committee, established in pursuance of the Circular Letter of 18th August, 1914, in the commune in which the applicant is domiciled, or, failing such a committee, to the communal board or the corresponding communal authority.

The application shall be accompanied by a baptismal certificate, and also, if necessary, by a certificate stating the occupation of the applicant and, should the latter be a workman, the nature and duration of his last employment and the name of his employer.

The last-named certificate shall be drawn up either by the employer or the trade union concerned, or by some corresponding organisation or by two persons well known in the district.

Should the applicant not be a native of the commune, and should he therefore not have been in receipt of any assistance in pursuance of §7 or §8, the corresponding committee or communal authority may direct him to apply for relief to that commune in which he has denizen rights.

3. Where an application has been submitted, the committee or communal authority concerned shall, in the first instance, try to give the applicant a suitable opportunity of providing for himself by his own work. Should this prove to be impossible, the committee or the communal authority, after making any further inquiries which may seem desirable and after carefully investigating the extent of the applicant's need, shall decide without delay whether the application shall be sanctioned and, if so, for what amount, from what date, and in what manner the assistance shall be granted.

4. The allowances which have been sanctioned shall be distributed by the committees or communal authorities concerned : according to circumstances the allowances may be paid out in cash, or wholly or partly in kind—*i.e.*, provisions, facilities for work, articles of clothing.

5. Should a person in receipt of assistance find work, his allowance may be discontinued. In the event of his again being unemployed, a fresh investigation shall be required to decide from what date and to what amount he shall again be assisted.

6. Should it become known that a person in receipt of an allowance is not leading an orderly and sober life, the committee or communal authority concerned shall decree the suspension of the allowance previously granted.

Every person in receipt of assistance shall, at stated times, call in person at the offices of the public labour exchange of the place concerned, and shall be under an obligation to accept any work assigned by the labour exchange. He shall, moreover, also give notice to the said labour exchange of any work he might have obtained elsewhere and of his departure from the place, should he contemplate this. Should the person in receipt of assistance not comply with these regulations, the committee or communal authority concerned shall be authorised to suspend the granting of further assistance in that case also.

In the above-mentioned cases, the assistance granted to the person concerned shall, according to the circumstances, be suspended entirely or in part until further notice, for a given time or permanently.

7. As a rule, assistance shall only be granted to applicants who have denizen rights in the commune; it may, however, also be granted to other persons, provided they are permanently domiciled within the commune and seem more likely to be able to make a living there than in their native commune.

Should assistance be refused to a person as referred to above, but should it seem advisable to advance him the travelling expenses to his native commune, the State shall bear half the said costs.

8. Where assistance has been refused to a person by the commune in which he is domiciled because he has no denizen rights in the said commune, the said assistance may be granted by the unemployment and relief committee for the district (district relief committee) established in pursuance of the circular letter referred to, should the necessity thereof be proved to be well founded; subject to the above-mentioned assumptions and rates, the assistance shall in this case also be granted out of State funds.

9. Assistance out of State funds shall be granted for every person to the same amount as the assistance already granted to the said person out of the funds set aside for the purpose by the commune or provincial assembly, but not, however, to an amount exceeding—

60 öre per day for a man and his wife.

40 öre per day for a single person above the age of 18 years.

25 öre per day for a single person above the age of 15 but below the age of 18 years.

12½ öre per day for every legitimate or illegitimate child.

10. The allowance, as well as the above-mentioned travelling expenses, shall be advanced by the committee or communal authority concerned, but shall be refunded out of State funds up to the amount to be covered at the above-mentioned rates out of such funds, provided always that the amount granted to the applicant for the said purpose out of communal funds shall not constitute poor relief.

The committee or communal authority concerned shall be entitled, in pursuance of the above-mentioned stipulations to draw out of State funds upon the termination of every month, an amount sufficient to cover the allowances paid out. The application for the same shall be addressed by the communal committee or communal authority to the District Relief Committee concerned and shall be transmitted by the latter, together with a statement of opinion, to the King's representative of the administrative district, to which authority the District Relief Committee shall also submit the application for the State subvention in regard to the assistance granted in pursuance of §8. The King's representative shall then examine, in accordance with the above-mentioned provisions, whether a State subvention shall be granted, and also fix the amount of such subvention should it be sanctioned, and notify the same

to the committee or authority which has paid out the allowance. In regard to such examination, special care shall be taken to ascertain that no excessive prices shall have been charged for allowances made in kind.

The present Notification shall come into force immediately.

5. *Lag om förfogande över vissa varor vid um krig eller krigsfara.* Den 1 oktober 1914. (Soc. Medd. 1914, 887.)

Act relating to the disposal of certain goods in the event of war or danger of war. Dated 9th October, 1914.

6. *Kungl. Maj: ts nadiga förordning angående siktning af rågmjöl.* 2 mars 1915. (Soc. Medd. 1915, 201.)

Royal Order relating to the grinding out of rye flour. Dated 2nd March, 1915.

XI. Switzerland*

(A) FEDERATION.

Kreisschreiben des Bundesrates an sämtliche Kantonsregierungen betr. Verwendungs des Notstandsfonds für Hülfbedürftige. Vom 2. Februar 1915. (Schweizer Bundesblatt 1915, I, 142.)

Circular Letter of the Federal Council addressed to all the Cantonal Governments relating to the expenditure of the Emergency Fund for necessitous persons. Dated 2nd February, 1915.

* In Switzerland, the Order of 21st January, 1910, which, for the sake of completeness, we give below, regulates matters relating to the assistance to be granted to the dependants of persons in military service :

Order relating to the assistance to be granted to the dependants of persons in military service. Dated 21st January, 1910. (Gesetzsammlung 1910, p. 94.)

1. Where the dependants of persons in military service are in necessitous circumstances as a result of the said service they shall be adequately assisted. Such assistance shall not be treated as poor relief.

The said assistance shall be granted for the entire duration of the military service (the days of assembling, admission and dismissal included).

The wife and the children of the person in military service shall be held to be entitled to assistance in the first instance, and after them any relations who are dependent on him or with whom he jointly maintains a household.

2. The assistance shall be granted through the Commune in which the dependants of the person on military service are domiciled ; should they reside in a foreign country through the Commune in which they have denizen rights. The communal authority shall fix the amount and the nature of the assistance, and shall also draw up any other regulations which the circumstances seem to render necessary.

The said authority shall submit a report to the Cantonal Authority, and the latter to the Swiss Military Department.

3. The allowance shall not exceed the average daily earnings of the soldier, less an adequate sum for his own maintenance (e.g., 1 fr. per day).

When fixing the amount of the assistance, the personal circumstances and the number and age of the dependants shall also be taken into consideration.

The earnings of the dependants living together as one household shall be taken into consideration.

The daily allowances shall not exceed :—

(a) in urban districts : 2 frs. for the wife, 70 c. per child ;

(b) in rural districts : 1.40 frs. for the wife and 50 c. per child.

The allowance for other persons shall be calculated in proportion to the above rates.

(B) CANTONS.

SOLOTHURN.

Verordnung betr. die amtliche Vermittlung zur Beilegung privater Anstände aus Lohnverkürzungen und Dienstentlassungen während der Dauer der Kriegswirren. Vom 21. Dezember 1914.

Order relating to official conciliation for the settlement of private complaints arising from reductions in wages and dismissals during the disturbance caused by the war. Dated 21st December, 1914.

[EXTRACT.]

I.—ORGANISATION.

1. [District Conciliation Commissions. Object and Composition.]
2. One Conciliation Commission composed of nine members shall be established in each of the five districts of the Canton. Three members each shall be chosen from among the employers and the workers and two further members on each Commission shall be chosen from among persons having no economic interests in the question; the chief magistrate of the district or, should he be prevented, his deputy shall act as Chairman.
3. [Offices of the Commissions.]
4. [Remunerations.]
5. [Gratuitous use of the Conciliation Commissions.]

II.—PROCEDURE.

6. [Statement of Complaints.]
7. [Time and Place of Sitzings.]
8. Every employer, against whom a complaint is submitted, shall be invited by the chief magistrate to appear at the particular sitting of the
4. In no case, however, shall the amount of the allowance exceed the nett daily earnings (§3, par. 1).

Where the person in military service is in receipt of his wages for the duration of the said service, no assistance shall be granted. Where he is only in receipt of part of his wages, assistance shall only be given if the reduced wages are insufficient for the maintenance of the persons entitled to assistance.

5. Reports with respect to the assistance shall be presented on forms to be obtained from the Superior War Commissariat.

6. The said reports, together with statements of the amounts paid out, shall be sent every month to the Swiss Military Department through the Cantonal Authority.

January 31st of the year next following the year of service shall be fixed as the last day on which claims may be enforced.

7. The Communal Authority shall execute free of charge all work resulting from the granting of such assistance.

8. The Swiss Military Department shall examine the reports and statements of amounts paid out. The said Department shall be entitled to institute inquiries in regard to the earnings of the person in military service and of the economic circumstances of the dependants in receipt of assistance. The Cantonal and Communal Authorities shall be compelled to give to the Military Department all information asked for.

9. After any differences which may arise have been duly settled, the Swiss Military Department shall decide whether the decisions arrived at shall be sanctioned and shall arrange accordingly for the payment of the Federal share to the Cantons.

The Federal Government shall pay three-quarters of the recognised outlay incurred by the Communes, and the Canton shall pay one-quarter.

10. Appeals against the decisions of the Military Department may be lodged with the Federal Council, whose decision on orders made by the Communes shall be final.

11. No claims for reimbursement shall be admitted in regard to any assistance paid out.

Should, however, assistance have been obtained by fraud, it shall be refunded. The offenders may, moreover, be handed over to the competent courts for punishment.

12. The present Order shall come into force on 1st March, 1910.

Conciliation Commission, or to appoint a duly accredited representative for the purpose. In the same manner, plaintiffs shall be cited to appear on the appointed day.

When lodging the complaint, as well as during the proceedings before the Commission, both parties shall have the right to be assisted by advisors, especially by the Secretaries and other authorities of their trade associations.

9. [Expert assessors.]

10. The Commissions, under the directions of their Chairmen, shall endeavour in every way to bring about an amicable settlement of the difference, whether connected with dismissals or reductions in wages, which affect the maintenance of normal relations between the plaintiffs, workers or employees and the firms or other employers, and shall in every case give due consideration both with respect to the employers and to the workers, to all existing economic considerations affecting this question.

The Commissions shall in every case bear in mind that, contrary to the duty incumbent on the Industrial Arbitration Courts to give judgment in disputes on questions of civil law, they have no power to give a decision binding on the parties, but that, on the contrary, they are to endeavour to effect an understanding by way of amicable conciliation.

11. During the conciliation proceedings, the Commissions shall give due consideration to any difficulties which the firms may have in procuring raw material or half-finished goods and also to the decreased market for finished goods and to the lack of other conditions requisite for normal trade. Consideration shall be given to endeavours to maintain the employment and earnings of the employees and workers by continuing the working of an undertaking, even without any profit to the employer. Workers and employees shall be informed concerning the manufacturing conditions, so that, when at the present moment factories can only be worked at a loss or without gain, they may recognise that this loss is shared by the employers and that for the workers a reduced income is always better than none at all. In such cases, the Commissions will find no difficulty in convincing the workers that it would not be wise to change the existing goodwill into the very opposite by issuing official regulations, and that it would be short-sighted to end in this manner by causing undertakings to be closed down.

On the other hand, the Conciliation Committee shall enforce the whole moral weight of their authority against employers who, without sufficient reason, reduce wages or dismiss workers, instead of introducing a system of shifts, or, like other firms in the same branch of trade, instead of causing a reserve stock to be manufactured to a certain extent, for whom there is therefore, not sufficient excuse and against whom the workers' complaints are justified. Every effort shall be made to prevent heads of undertakings whose establishments are at present being worked actively—in some cases even under pressure—from enforcing or to urge them to cancel dismissals or reductions in salaries and wages since normal working demands normal wages. It shall be the duty of the Commissions to convince firms and private employers of the evils of a contrary attitude under present circumstances and to point out emphatically to them their economic obligations. From the spirit of solidarity of the employers, it may be expected that, wherever possible, they will avoid dismissing any employee, and that, where reductions in wages are rendered necessary by the business conditions, these shall not be lowered to any avoidable extent. Where such measures might perhaps for the moment and still at the time of the conciliation proceedings, be considered as entirely or partially justified, an endeavour shall be made to limit their application to

the critical period and, in order to pacify the unrest, the Commissions should make every effort to obtain from the heads of undertakings an assurance of the speedy return to normal conditions.

12. Should one of the parties, upon the termination of the proceedings, reject the conciliation proposal, or should one of the parties not have put in an appearance during the course of the proceedings, or should both parties have absented themselves, then, unless the probable uselessness of further efforts is clearly proved, the Commission shall meet a second time within eight days and continue their attempts at conciliation.

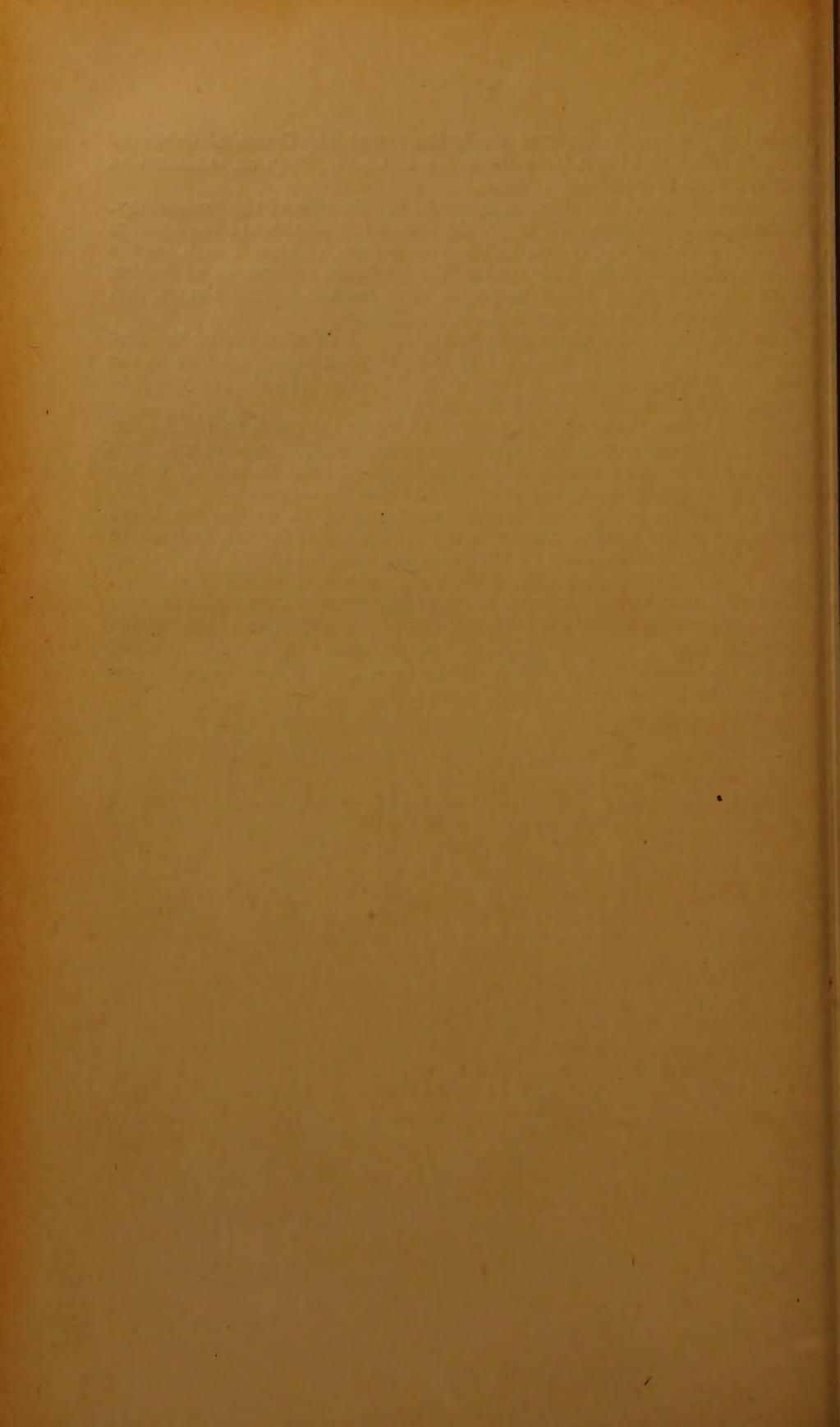
If, in the meanwhile, the conciliation proposal, rejected during the first sitting, should be accepted, the chief magistrate shall enter this fact in the minutes and at the same time communicate it to the opposite party and to the Department for Commerce and Industry.

13. The Commissions shall in every case retain the right, should it seem in the public interest, to cause an extract from their proceedings to be published in the Official Gazette (Amtsblatt). Such an order shall be subject to the assent of two-thirds of the members of the Commission concerned.

The publication of the conciliation result will serve, on the one hand, to justify, before the public, employers who give proof of their willingness to deal fairly within the measure of the economic means at their disposal, or who have been unjustly accused of want of solidarity, and, on the other hand, the population may thus be given a clear insight into the case, should an employer or a worker render an amicable settlement impossible, by not appearing at a sitting called together for the purpose of settling a dispute, or by refusing to take part in the proceedings, and thus tend to aggravate both the industrial, and the political situation.

III.—FINAL REGULATIONS.

14. [Date of coming into force and duration of application.]



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Central Office: BASLE, SWITZERLAND.

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1. To serve as a bond of union to all who believe in the necessity for Labour Legislation.
2. To organise an International Labour Office.
3. To facilitate the study of Labour Legislation in all countries and to provide information on the subject.
4. To promote international agreements on questions relating to conditions of labour.
5. To organise International Congresses on Labour Legislation.

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